



Date: Tuesday, July 30, 2024
Time: 9:00 AM
Location: Hearing Room, 1st Floor, 200 West Oak Street, Fort Collins

ADMINISTRATIVE MATTERS AGENDA

Pledge of Allegiance

Public Comment

All who wish to comment must follow the Rules and Procedures for Public Comment as established by the Board of County Commissioners: <https://www.larimer.org/public-comment-rules>

PLEASE NOTE: We are taking public comments via email and phone, in addition to in-person comments. If commenting via email, please send your comment to bcc-admin@larimer.org. **You must register by 4:30pm the Monday before the meeting to participate by phone.** If you wish to be called, please email bcc-admin@larimer.org or call (970) 498-7010 and provide your name, topic for comment and phone number. You will be called at that number when it is your turn.

Approval of Minutes

1. Draft minutes for the week of July 22, 2024

Upcoming Schedule Review

1. Schedule review for the week of August 5, 2024

Consent Agenda

The Consent Agenda consists of items of no perceived controversy and routine administrative actions, such as Abatements, Agreements, Deeds, Final Plats, Liquor Licenses, Resolutions and other matters previously reviewed by the Board of County Commissioners. Staff recommends approval of the Consent Agenda. A Commissioner may request that an item be “pulled” off the agenda and considered separately. Items pulled from the agenda will be considered after the Board takes action on the remainder of the Consent Agenda.

[Please click here for Consent Agenda and related documents](#)

Comments from Commissioners' Guests

Discussion Items

Discussion Items enable the Board of County Commissioners to receive information, conduct deliberations and take necessary actions as directing staff or making official decisions. If a hearing to receive testimony from the public is planned for any discussion item, the agenda will list the item as a hearing.

1. **8th Judicial District Competency Docket Visionary Award**

Submitted by: Emily Humphrey, Director – Community Justice Alternatives

DESCRIPTION: At the 2024 Behavioral Health and Competency Convening conference, the 8th Judicial District Competency Docket team was given the “Visionary Award”. Larimer County was the first to implement a

competency docket in the State of Colorado in May of 2021. This team continues to lead the way in this very complex process and has forged the path for other dockets across the State. The 8th Judicial District Competency Docket team makes a huge impact on often the most vulnerable individuals in our justice system and their commitment and dedication to this vulnerable population makes our community safer and better the lives of the individuals they serve.

2. Workforce Innovation and Opportunity Act 4-Year Local Plan

Submitted by: Mark Johnston, Economic and Workforce Development

DESCRIPTION: Our Economic and Workforce Development Team has been working in collaboration with the Workforce Development Board to produce our Larimer County Economic & Workforce Development Workforce Innovation and Opportunity Act (WIOA) 4 – Year Local Plan. This plan is required to be submitted every 4 years under the Workforce Innovation and Opportunity Act along with the Colorado State Plan.

3. Seeking BOCC approval for land conservation partnership and expenditures of Help Preserve Open Spaces sales tax dollars and to hold a conservation easement on Prairie Ridge.

Submitted by: Meegan Flenniken, Natural Resources

DESCRIPTION: The 140-acre Prairie Ridge addition is being acquired by the City of Loveland with partnership funding from the City of Fort Collins, Great Outdoors Colorado and a request of \$400,000 from Larimer County Help Preserve Open Spaces sales tax funds. Located in the Fort Collins-Loveland separator, this addition to Prairie Ridge builds off of lands already conserved by the county and municipal partners in this region. The property meets county land conservation goals, including community separation, viewsheds to the foothills, and future public trail access.

4. Seeking BOCC approval for land conservation partnership and expenditure of Help Preserve Open Spaces sales tax dollars and to hold a conservation easement on Rocky Ridge.

Submitted by: Meegan Flenniken, Natural Resources

DESCRIPTION: The Rocky Ridge parcel was acquired by the City of Fort Collins for \$5.1M and the city is requesting Larimer County partner \$1.5M towards this land acquisition. Located in the Larimer County Open Lands Master Plan's Buckeye Conservation Area, the property meets county land conservation goals, protects important wildlife habitat, boast significant views, and will be managed as a future natural area for nature-based public access.

5. CO Energy Efficiency and Conservation Block Grant Program application

Submitted by: Heidi Pruess, Manager, Office of Sustainability and Climate

DESCRIPTION: This grant would provide capacity building for Larimer County to support Climate Smart Future Ready Action Teams, the Town of Johnstown development of both an operational and community greenhouse gas inventory, and the Town of Estes Park in the development of an operational greenhouse gas inventory and Climate Action Plan.

6. Approval of the Board of Equalization referee recommendations

Submitted by: Elizabeth Carter, Recoding Department, Clerk & Recorder's Office

DESCRIPTION: Provide a summary of the referee's recommendations to the Board of County Commissioners convened as the Board of Equalization. The recommendations of the referees needs to be reviewed and approved for the hearings held July 18, 2024, through July 24, 2024.

County Manager Update

Update to the Board of County Commissioners regarding administrative matters and other items that do not require in-depth discussion or are for informational purposes only.

Commissioner Activity Reports

The Board of County Commissioners represent the County on various committees and task forces and serve as liaisons to the County's boards and commissions. Commissioners report the activities they have been involved in over the past week.

Executive Session

No decision expected

Executive Session pursuant to C.R.S. 24-6-402(4)(a): Purchase acquisition, lease, transfer or sale of any real or personal property.

Submitted By: Daylan Figgs, Meegan Flenniken and Justin Core, Department of Natural Resources

Legal Matters

No decisions expected

Executive Session pursuant to C.R.S. 24-6-402(4)(b) & (e): Conferences with an attorney for the purpose of receiving legal advice on a specific legal question, and determining positions relative to matters that may be subject to negotiations, developing strategy for negotiations and instructing negotiators regarding Estate of Brent Thompson vs Lorenzo Lujan, 2024 CV 30299.

Per the Americans with Disabilities Act (ADA), Larimer County will provide a reasonable accommodation to qualified individuals with a disability who need assistance. Services can be arranged with at least seven (7) business days' notice. Please email us at bcc-admin@larimer.org, or call (970) 498-7010 or Relay Colorado 711. "Walk-in" requests for auxiliary aids and services will be honored to the extent possible but may be unavailable if advance notice is not provided.

MINUTES OF THE BOARD OF COUNTY COMMISSIONERS

MONDAY, JULY 22, 2024

LAND USE HEARING

The Board of County Commissioners met at 3:00 p.m. with Jenny Axmacher, Planning Manager. Chair Kefalas presided. Commissioners Shadduck-McNally and Commissioner Stephens were present. Also present were Rebecca Everette, Community Development Director; Samantha Lasher, Planner; Samantha Mott, Senior Planner; Laura Culleton, County Planner; Christina Scrutchins, Admin Support; Lea Schneider, Environmental Health Planner; Connor Sheldon, Civil Engineer; David Pringle, Civil Engineer; Justin Currie, Planner; Matthew Lafferty, Principal Planner; Frank Haug, Assistant County Attorney; and, Heather Arment, Deputy Clerk.

Chair Kefalas opened the meeting with the Pledge of Allegiance.

TABLED ITEMS TO AUGUST 26, 2024

- 1. WELCOME TO REALTY, LLC EASEMENT VACATION, FILE NO. 23-LAND4321**

PUBLIC HEARING CONSENT ITEMS:

- 1. GTP INFRASTRUCTURE LLC NEW CELL TOWER ADMINISTRATIVE SPECIAL REVIEW, FILE NO. 24-WCF0138**

The Commissioners did not wish to remove the GTP Infrastructure LLC New Cell Tower Administrative Special Review, File No. 24-WCF0138, item from the Consent Agenda.

There were no individuals in person or online who wished to remove the GTP Infrastructure LLC New Cell Tower Administrative Special Review, File No. 24-WCF0138, item from the Consent Agenda.

MOTION

Commissioner Stephens moved that the Board of County Commissioners approve the item on the Consent Agenda subject to the conditions in the staff reports and further moved to authorize the Chair to sign the Findings and Resolutions.

Motion carried 3 – 0.

PUBLIC HEARING DISCUSSION ITEMS:

- 1. BOONDOCKS LAND LLC EXEMPTION & APPEAL, FILE NO. 24-GNRL0549**

PROJECT DESCRIPTION/BACKGROUND – OVERVIEW:

The current owner, Boondocks Land LLC, purchased the subject vacant parcels in August of 2023. The prior owner had owned them since 1984. Shortly after purchasing the vacant land, Boondocks Land LLC listed the property for sale which prompted inquiring parties to reach out to the Larimer County Planning Division for development information. Through further research, it was discovered that a determination was made in March of 1995 that these two parcels were illegal. Because these parcels are not considered legal lots, they are not eligible for building permits for any use permitted by the current zoning and the provisions of the Land Use Code. The property has since been taken off the market while this application is being pursued.

DEVELOPMENT SERVICES TEAM RECOMMENDATION:

The Development Services Team recommends denial of the Boondocks Exemption & Appeal, File No. 24-GNRL0549.

STAFF PRESENTATION:

Ms. Culleton addressed the Board providing site information including the location featuring two vacant parcels. She explained the applicant is requesting that the Board of County Commissioners grant an exemption from the subdivision regulations and determine these two parcels to be separate legal lots. The proposed lots would be approximately 3.32-acres and 2.79-acres in size, and as a result, this request also includes an appeal to the required minimum lot size of 10-acres in the O-Open zone district. Ms. Culleton detailed the parcel history as well as the exemption request, purpose & intent of land division procedures, review criteria – lot size appeal, staff recommendation, and ended her presentation with a suggested motion.

Chair Kefalas asked about the General Review Criteria as they pertain to land division procedures, requesting additional information in this regard. Ms. Mott addressed the Board to offer additional information in regard to Chair Kefalas' question. Mr. Haug addressed the Board to offer additional clarification to Chair Kefalas' question.

APPLICANT PRESENTATION:

Bob Choate Coan, Payton & Payne LLC, addressed the Board speaking on behalf of Lacy Haugan (property owner). Mr. Choate presented the Board with details of the property and how the property owner came to become the purchaser of the property. He went on to explain the location of the property, adequate public facilities including information about the roads and nearby homes/subdivisions.

PUBLIC COMMENT:

Alan Butcher addressed the Board addressing his concern with this request setting precedence to begin building on the west side of the road.

Denise Jackson, Brian Lodwig and Richard Evans addressed the Board speaking in opposition of this request.

Chair Kefalas closed public comment.

APPLICANT REBUTTAL:

Mr. Choate addressed the Board stating he recognizes that the concerns expressed are legitimate. He went on to describe the surrounding properties stating this is not the only property that has this issue.

Commissioner Stephens confirmed with staff that this is an illegal piece of land. She then asked if there is a requirement when buying/selling land. Ms. Axmacher explained that Colorado is a “buyer beware” state.

Commissioner Shadduck-McNally asked staff to confirm a statement made by the applicant that since fire and rescue did not respond means they did not have an issue with this request. Ms. Culleton clarified that this project was not referred to the fire department as it’s not been typical for any of the exemptions done in the past. Ms. Mott added that one reason they do not is because the Land Use Code does have minimum fire protection requirements if going through a land division process.

Chair Kefalas asked Mr. Haug to offer an explanation about a Memorandum from Jeannine Haag that was included in the materials regarding this request. Mr. Haug offered a detailed explanation to Chair Kefalas’ question. Chair Kefalas then asked about the issue for adequate public facilities and requested additional information in regard to this issue. Ms. Culleton, Ms. Mott and Mr. Haug provided additional details thoroughly answering Chair Kefalas’ question.

DELIBERATION:

Commissioner Stephens stated this is an unfortunate situation, but there do seem to be concerns in regard to adequate public facilities and lot size.

Commissioner Shadduck-McNally stated there needs to be more due diligence on exploring adequate public facilities as well as concerns with the lot size.

Chair Kefalas agreed with Commissioner Shadduck-McNally and Commissioner Stephens. He explained he believes the subdivision regulations were put in place for a reason.

MOTION

Commissioner Shadduck-McNally moved that the Board of County Commissioners deny the Boondocks Land LLC Exemption & Appeal, File No. 24-GNRL0549

Motion carried 3 – 0.

The Board took a short recess.

The Board returned to session.

2. HENIUS SHORT-TERM RENTAL ADMINISTRATIVE SPECIAL REVIEW, FILE NO. 22-ZONE3353

PROJECT DESCRIPTION/BACKGROUND:

The subject property is located at 705 White Pine Drive in Bellvue, Colorado, approximately 0.72 miles southwest of the intersection of W. County Road 48C and Santanka Trail. The property currently contains an existing single-family residence and is zoned O-Open. The applicant requests Administrative Special Review approval for a small Short-Term Rental (STR) located in the existing 4-bedroom single-family residence with a maximum occupancy of eight (8) total guests, two (2) guests per bedroom. A building permit (Permit No. 21-RES0544) was issued for a partial basement finish, passing inspection on April 19, 2022, which permitted the fourth bedroom. Otherwise, no major construction or modifications to the home are proposed with this request. The property manager is Jan Nimlo and she lives next door to the proposed STR.

DEVELOPMENT SERVICES TEAM RECOMMENDATION:

The Development Services Team is not making a specific recommendation on the Henius Short-Term Rental Administrative Special Review, File No. 22-ZONE3353, and has presented all the information by which the Board of County Commissioners may base their deliberation and decision.

STAFF PRESENTATION:

Ms. Lasher addressed the Board providing the property location including a vicinity map, site information and photos along with the applicant, owner and property manager information. She stated the applicant requests Administrative Special Review approval for a small Short-Term Rental (STR) located in the existing four-bedroom single-family residence to accommodate a total maximum occupancy of eight guests – two guests per bedroom. Ms. Lasher also detailed the Land Use Code and advised that a courtesy neighbor notification of the proposed project was mailed to 75 properties within a minimum of 500-feet of the subject property. She went on to explain the Review Criteria, staff findings and motion options.

Commissioner Stephens asked if the applicant was required to apply for an eight-occupancy short-term rental when it was initially a six-occupancy short-term rental. Ms. Lasher explained that occupancy is based on the number of bedrooms in the home, and in this case, there are four permitted bedrooms.

Commissioner Shadduck-McNally asked about occupants of this short-term rental using open spaces and parks without paying fees. Ms. Lasher advised that the applicant was not specifically spoken to about guest usage of open spaces and parks but stated it would be a strong recommendation of staff that the applicant educate guests on proper use of open spaces and parks adding the Board could add this as a Condition of Approval if they choose to.

Chair Kefalas asked about some materials within the packet in regard to a public comment that had been made regarding increased crime, noise and trash. He asked if this comment was based on any specific references or if this was a generalization. Ms. Lasher addressed Chair Kefalas' question giving a detailed account to his question. Chair Kefalas asked if there are any short-term rentals that are licensed and operating in the area. Ms. Lasher stated there are not.

APPLICANT PRESENTATION:

Jan Nimlo, the applicant, addressed the Board to explain to the Board how she became the property manager of this property, the guests that she came to know during their stays at the property, and her

previous experience running a rental property. She addressed comments of those who expressed concerns and detailed how she will mitigate these concerns. She confirmed that she does live next door to this property and that it is a family property. Ms. Nimlo also addressed Commissioner Shadduck-McNally's comment in regard to the volume of guests visiting the open spaces and parks and agreed this is important.

PUBLIC COMMENT:

Colleen Finnman and Trish Rundquist addressed the Board speaking in favor of this request.

Chair Kefalas closed public comment.

APPLICANT REBUTTAL:

Ms. Nimlo addressed the Board and presented the Airbnb listing as well as a map of the neighborhood.

Commissioner Shadduck-McNally asked Ms. Nimlo if she had any intention of reaching out to any of those who expressed opposition to this request. Ms. Nimlo responded to this question with a detailed answer confirming at least one conversation has already taken place with a positive outcome. Commissioner Shadduck-McNally then addressed her concern with the wear and tear of the open spaces and parks.

Chair Kefalas asked Commissioner Shadduck-McNally if it would be helpful to consider a Condition of Approval stating in the operations manual or signage encouraging guests to obtain passes to the open spaces and parks as well as to be mindful of the speed limits.

Commissioner Shadduck-McNally confirmed this would be helpful.

Chair Kefalas confirmed with the applicant that an additional Condition of Approval would be acceptable, in which Ms. Nimlo agreed.

DELIBERATION:

Commissioner Shadduck-McNally expressed she would like to attach the additional Condition of Approval in regard to guests being mindful of open spaces and parks as well as speed limits, and with this, she would be in favor of supporting this request.

Ms. Lasher presented the Board with a draft of the additional Conditions of Approval as follows:

The applicant must revise the Operations Manual that educates guests on how to buy the proper passes to access public parks and open spaces.

The applicant must revise the Operations Manual that ensures guests adequately abide by posted speed limits.

Commissioner Stephens expressed she would be supporting this request and thanked the applicant for being present to speak and answer questions.

Chair Kefalas stated he too would support this application – acknowledging those comments made in favor and in opposition of this request. He noted the additional conditions of approval make this application stronger.

MOTION

Commissioner Stevens moved that the Board of County Commissioners approve the Henius Short-Term Rental Administrative Special Review, File No. 22-ZONE3353, subject to the thirteen conditions listed in the report with the additional two conditions stated earlier in the meeting.

Motion carried 3 – 0.

1. WELLINGTON OPERATION COMPANY – WF MUDDY UNIT #26-2 SPECIAL REVIEW & APPEALS, FILE NO. 23-ZONE3571

PROJECT DESCRIPTION/BACKGROUND:

The subject request is to deepen, by 1000 feet, an existing Wellington Operating Company oil and gas well (WF Muddy Unit #26-2) from its current depth of 4,485 feet. The purpose for deepening this well is to explore the potential availability of oil and gas resources from known zones located at greater depths. If approved this activity, which from industry standards is a minor activity, will take approximately 1 month to complete, and will have a $\frac{3}{4}$ acre disturbance area or PAD.

While considered a minor activity requiring minimal permits through the State of Colorado - Energy and Carbon Management Commission (ECMC), Article 11 of the Larimer County Land Use Code considers the deepening of an existing well as a new well. Therefore, as a new well the County requires the submittal and approval of a special review application to ensure that all surface impacts associated with the drilling meets the minimum standards or demonstrates how potential adverse impact will be mitigated during the operations.

The WF Muddy Unit #26-2 well is situated on a 40+ acre property owned by the Wellington Operating Company, which property is also occupied by gathering tanks for other wells in the Wellington Field and a water treatment plant that reclaims water recovered from the wells. The well, which was originally spud (drilled) in 1979, has been temporarily abandoned (TA) since 1999, and due to its current classification, low producing, it is scheduled to be plugged before 2028.

DEVELOPMENT SERVICES TEAM RECOMMENDATION:

The Development Services Team recommends approval of the Wellington Operation Company – WF Muddy Unit #26-2 Special Review and Appeal, File No. 23-ZONE3571 subject to the following conditions:

1. This Special Review approval shall automatically expire without a public hearing if the use is not commenced within three years of the date of approval.
2. The site shall be developed consistent with the approved plans and reports contained in the Wellington Operation Company – WF Muddy Unit #26-2 Special Review and Appeal, File No. 23-ZONE3571 except as modified by the conditions of approval or agreement of the County and

applicant. The applicant shall be subject to all other verbal or written representations and commitments of record for the Wellington Operation Company – WF Muddy Unit #26-2 Special Review.

3. Failure to comply with any conditions of the Special Review approval may result in reconsideration of the use and possible revocation of the approval by the Board of Commissioners.
4. This application is approved without the requirement for a Development Agreement.
5. In the event the applicant fails to comply with any conditions of approval or otherwise fails to use the property consistent with the approved Special Review, applicant agrees that in addition to all other remedies available to County, County may issue a written notice to applicant to appear and show cause why the Special Review approval should not be revoked, and/or bring a court action for enforcement of the terms of the Special Review. All remedies are cumulative and the County's election to use one shall not preclude use of another. In the event County must retain legal counsel and/or pursue a court action to enforce the terms of this Special Review approval, applicant agrees to pay all expenses incurred by County including, but not limited to, reasonable attorney's fees.
6. County may conduct periodic inspections to the property and reviews of the status of the Special Review as appropriate to monitor and enforce the terms of the Special Review approval.
7. The Findings and Resolution shall be a servitude running with the property. Those owners of the property or any portion of the property who obtain title subsequent to the date of recording of the Findings and Resolution, their heirs, successors, assigns or transferees, and persons holding under applicants shall comply with the terms and conditions of the Special Review approval.
8. Upon completion of the exploratory drilling the WF Muddy Unit #26-2 well shall be shut-in until the well is plugged and the site reclaimed, or a new application is reviewed and approved to bring the well back into production status. Said plugging a reclamation shall occur prior to January of 2028.
9. All activities associated with the site preparation and drilling of the well shall occur during the month of November and only between the hours of 7am and 7pm.

Mr. Lafferty addressed the Board providing a thorough presentation of this request showing vicinity, overall site and drilling pad site diagrams and maps. He also presented a diagram/map of air monitors.

Ms. Schneider addressed the Board to clarify that the intent of the air quality monitoring is for leak detection and explained this in detail.

Mr. Lafferty also stated that there was one property owner that came out in support of the application. He went on to relay staff recommendations and revealed that the Planning Commission added/modified some conditions noting these in detail.

Commissioner Stephens asked Mr. Lafferty to remind the Board what the Best Management Practices are in regard to high ozone days. Ms. Schneider responded to this question detailing mitigation options. Mr. Lafferty continued detailing mitigation options. Commissioner Stephens inquired about the wetlands and where they are located in relation to this site. Mr. Lafferty provided this information

to the Commissioner. Commissioner Stephens then asked what the process is if the site proves to be productive. Mr. Lafferty explained the process if the site is productive.

Commissioner Shadduck-McNally asked to clarify one of the conditions discussed during Mr. Lafferty's presentation. Mr. Lafferty provided a thorough answer to this question.

APPLICANT PRESENTATION:

Conner Staley, applicant, addressed the Board introducing details in regard to Wellington Operating Company along with their history. He also provided information in regard to the project description, the reason for the project, the expectations and outcomes of the project. Mr. Staley also added mitigation measures, details in regard to notification of surrounding land owners and mineral owners including a show of support by a local landowner.

Commissioner Stephens asked why the timeframe was moved up. Mr. Staley explained why the timeframe was moved up.

Commissioner Shadduck-McNally asked about the expectation to find gas, oil or water in which Mr. Staley provided the reason for this expectation.

Chair Kefalas confirmed that if the site is productive, the process would require a new application to be submitted for gas, oil or water development. Mr. Lafferty confirmed this would be the case.

PUBLIC COMMENT:

There were no individuals in person or online who wished to make public comment.

Chair Kefalas closed public comment.

Commissioner Stephens asked if there are any concerns in regard to leaks and the monitoring process and requirements. Ms. Schneider along with Mr. Staley answered this question in detail.

DELIBERATION:

Commissioner Stephens stated her sense is to approve this Special Review based on the information presented and discussed.

Commissioner Shadduck-McNally advised that all of those involved in this have done a good job and worked hard to meet the criteria stating she would support this request.

Chair Kefalas stated he would support the Application and Appeal based on the recommendation from staff and his understanding that the applicable Review Criteria has been met including the additional Conditions of Approval made by the Planning Commission.

MOTION

Commissioner Stephens moved that the Board of County Commissioners approve of the Wellington Operation Company – WF Muddy Unit #26-2 Special Review & Appeal, File No. 23-ZONE3571, subject to the conditions listed including the conditions added by the Planning Commission.

Motion carried 3 – 0.

With there being no further business, the Board adjourned at 6:30 pm

TUESDAY, JULY 23, 2024

ADMINISTRATIVE MATTERS MEETING

The Board of County Commissioners met at 9:00 a.m. with County Manager Lorenda Volker. Chair Kefalas presided. Commissioner Shadduck-McNally and Commissioner Stephens were present. Also present were Sarah Martin and Tom Clayton, Commissioners' Office, and Heather Arment, Deputy Clerk.

Chair Kefalas opened the meeting with the Pledge of Allegiance.

1. **PUBLIC COMMENT:** There was no public comment in person or on-line.

Chair Kefalas closed Public Comment.

2. **APPROVAL OF THE MINUTES FOR THE WEEK OF JULY 15, 2024**

MOTION

Commissioner Stephens moved that the Board of County Commissioners approve the minutes for the week of July 15, 2024.

Motion carried 3 – 0.

3. **REVIEW OF THE SCHEDULE FOR THE WEEK OF JULY 29, 2024:** Ms. Martin reviewed the upcoming schedule with the Board.

4. **CONSENT AGENDA:**

ABATEMENTS

1. **PETITION FOR ABATEMENT OR REFUND OF TAXES: EXCEEDS THE ALLOTTED REFUND AMOUNT OF \$10,000**

AGREEMENTS

1. **SIGNAL BEHAVIORAL HEALTH NETWORK-SUBSTANCE USE DISORDER SERVICES AGREEMENT**

2. COLORADO DEPARTMENT OF TRANSPORTATION MEMORANDUM OF AGREEMENT (TEMPORARY CONSTRUCTION EASEMENT)
3. FEDERAL LANDS ACCESS PROGRAM PROJECT MEMORANDUM OF AGREEMENT

DEEDS

1. DEED OF DEDICATION FROM ULRICH FAMILY LIMITED PARTNERSHIP FOR RIGHT-OF-WAY FOR PROJECT NUMBER 6017 ON COUNTY ROAD 62

LIQUOR LICENSES

1. SPECIAL EVENT LIQUOR PERMIT 6% - THE VEGETABLE CONNECTION – FORT COLLINS, COLORADO
2. LIQUOR LICENSE RENEWAL – BLAM LLC DBA THE THIRSTY MOOSE – RED FEATHER LAKES, COLORADO

MISCELLANEOUS

1. AGREEMENT – EQUITY, DIVERSITY, INCLUSION 2024 BYLAWS
2. EXTENSION ADVISORY BOARD COMMITTEE BYLAWS 2024
3. Q2 2024 PUBLIC TRUSTEE REPORT
4. ANNUAL COMPLIANCE CERTIFICATION REPORT; MONITORING AND PERMIT DEVIATION REPORT FOR LARIMER COUNTY LANDFILL
5. CENTERRA OFFICE TECH I LLC STIPULATION AS TO TAX YEAR 2023 VALUE
6. FDC OFFICE II LLC STIPULATION AS TO TAX YEAR 2023 VALUE
7. CENTERRA MARKETPLACE PROPERTIES LLC STIPULATION AS TO TAX YEAR 2023 VALUE
8. CENTERRA OFFICE TECH II LLC STIPULATION AS TO TAX YEAR 2023 VALUE
9. NCSA BUILDING PARTNERSHIP LLP STIPULATION AS TO TAX YEAR 2023 VALUE
10. BRINKER RESTAURANT CORP STIPULATION AS TO TAX YEAR 2023 VALUE
11. 1505 ROCKY LLC STIPULATION AS TO TAX YEAR 2023 VALUE

12. HTP 5042 LLC STIPULATION AS TO TAX YEAR 2023 VALUE

RESOLUTIONS

- 1. RESOLUTION CALLING AN ELECTION REGARDING LARIMER COUNTY
POUDRE OVERLOOK PUBLIC IMPROVEMENT DISTRICT NO. 30**
- 2. RESOLUTION CALLING AN ELECTION REGARDING LARIMER COUNTY
VINE DRIVE PUBLIC IMPROVEMENT DISTRICT NO. 29**
- 3. RESOLUTION CALLING AN ELECTION REGARDING LARIMER COUNTY
GRAYHAWK KNOLLS PUBLIC IMPROVEMENT DISTRICT NO. 43**

MOTION

Commissioner Shadduck-McNally moved that the Board of County Commissioners approve the Consent Agenda for July 23, 2024.

Motion carried 3 – 0.

5. COMMISSIONERS' GUESTS:

Corra Fetzer, Larimer County Fair and Professional Rodeo Cowboys Association (PRCA) Rodeo Queen addressed the Board. Ms. Fetzer detailed the events taking place at the upcoming fair and revealed the 2025 Larimer County Fair and PRCA Rodeo Queen.

Each of the Commissioners congratulated Ms. Fetzer, commending her for all of her hard work and expressing their appreciation for her leadership in the community.

Chair Kefalas asked Ms. Fetzer about her future plans in which she answered in detail.

County Manager Volker thanked Ms. Fetzer for all that she has done in representing the fair and rodeo – and, the County as a whole so well. She continued, this is working job, not just a title – “and, you have worked.”

The Board took a brief recess.

The Board reconvened.

Each of the Commissioners expressed their gratitude to Stephanie Fancher-English who has directed the Queens Royalty Program for many years in addition to being an advocate and supporter of many activities throughout the County.

6. DISCUSSION ITEMS:

- 1. APPROVAL OF THE BOARD OF EQUALIZATION REFEREE
RECOMMENDATIONS**

MOTION

Commissioner Stephens moved that the Board of County Commissioners convene as the Board of Equalization.

Motion carried 3 – 0.

Elizabeth Carter, Recording Manager and Deirdre O’Neill, Recording Operations Manager, addressed the Board. Ms. Carter advised that the County is in a non-valuation year, so the volume of petitions this year has been significantly less than last year. She also noted that this year, virtual hearings are being offered in addition to in-person hearings. Ms. Carter also noted the scheduling completion dates for personal property petitions as well as commercial and residential property. She went on to thank the partnership with the Assessor’s Office, the Manager’s Office, the referees, and the petitioners. Ms. Carter then gave an overview of the hearings held from July 15 through July 17.

The Commissioners, collectively, thanked Ms. Carter and Ms. O’Neill for their work and innovation.

Commissioner Shadduck-McNally asked about the adjustments recommended by the referees in which Ms. Carter explained.

Chair Kefalas asked Ms. Carter to share the total dollar amount regarding the Notice of Determination (NOD) value and asked her how the number of hearings this year compares to the number of hearings last year. Ms. Carter provided facts and figures to thoroughly answer Chair Kefalas’ questions.

MOTION

Commissioner Stevens moved that the Board of County Commissioners approve the recommendations submitted by the Board of Equalization referees for the hearings held July 15, 2024 through July 17, 2024.

Motion carried 3 – 0.

MOTION

Commissioner Stevens moved that the Board of County Commissioners adjourn the meeting as the Board of Equalization and reconvene as the Board of County Commissioners.

Motion carried 3 – 0.

2. TO PROVIDE COMMUNITY MEMBERS, THE PUBLIC, AND THE BOARD OF COUNTY COMMISSIONERS WITH AN UPDATE REGARDING THE 2024 JUNE PRIMARY ELECTION.

Tina Harris, Clerk and Recorder, addressed the Board. Clerk Harris shared details of the June 25, 2024, election with the Board. She also explained that for unaffiliated voters, the County implemented something new – a secrecy sleeve with enhanced voter instructions to return only one ballot. Clerk Harris advised that anybody who did not receive a ballot for the June 2024 election, to please go online and check their voter registration. She also encouraged everyone to apply to become an election judge

– a paid position. Clerk Harris then detailed upcoming events that the Clerk’s office will be participating in, extending an invitation to anybody wanting to ask questions or engage in conversation. She also made mention of the Clerk’s new Instagram page.

Each of the Commissioners thanked Clerk Harris and her team for their hard work and

Commissioner Stephens asked about the Clerk’s Office outreach – what it looks like at these events. Clerk Harris gave a detailed answer to Commissioner Stephens’ question including that Elections, Motor Vehicle, and Recording department staff will be onsite to engage the community at these events.

Commissioner Shadduck-McNally mentioned the Corn Festival as a possible event to participate in. She also highlighted the “I Voted” sticker and asked if the Clerk’s Office would be taking the opportunity at these events to share why the sticker looks different this year. Clerk Harris advised that the “I Voted” sticker will be a topic of discussion throughout these events.

Chair Kefalas inquired about the Instagram platform – is this new and was the reasoning to reach out to a different demographic? Clerk Harris confirmed that the Instagram platform is new and was created to reach additional demographics.

3. REVIEW OF AUDITOR’S RESULTS AND ACCEPTANCE OF 2023 ANNUAL COMPREHENSIVE FINANCIAL REPORT

Carol Block, Finance Director addressed the Board to provide a broad overview of the 2023 Annual Comprehensive Financial Report.

Lorrie Lopez, Controller addressed the Board. Ms. Lopez introduced the Accounting Manager and pointed out that this is a team effort, specifically the collaboration with the Treasurer’s Office.

Matt Marino and Max Haberkorn, auditors from RubinBrown addressed the Board to go over the results – a summarization of the audit.

Commissioner Shadduck-McNally expressed her gratitude and thanks – this is important for the public to hear to know that the County is accountable, transparent, and good stewards.

Commissioner Stephens asked, based on information from the summarization, the seven major programs that were tested – do these change each year. Mr. Marino and Mr. Haberkorn confirmed these do change each year and explained how these programs are chosen to be tested.

Chair Kefalas asked, based on information from the summarization, regarding roads and bridges – when and why did the County move to the modified infrastructure approach rather than the more traditional approach that involves depreciation. Ms. Lopez addressed the Board to answer this question in detail. Chair Kefalas then asked about the Management Discussion & Analysis Report (MD&A). Ms. Lopez provided a thorough explanation of this report.

County Manager Volker expressed her appreciation to all of those who participated in this work – this is a team effort.

MOTION

Commissioner Shadduck-McNally moved the Board of County Commissioners to approve the 2023 Annual Comprehensive Financial Report.

Motion carried 3 – 0.

4. SETTLEMENT AGREEMENT

Rebecca Everette, Community Development Director addressed the Board to present details of an agreement between Larimer County and Prospect Energy. She went on to detail violations of the Energy and Carbon Management Commission (ECMC) made by Prospect Energy at its Krause Facility and Fort Collins Tank Battery site over the past several years. Ms. Everette communicated that Larimer County has entered into an agreement with Prospect Energy that best protects the County's interests and went on to explain the obligations of Prospect Energy and the obligations of the County in exchange. She went on to acknowledge and thank all of those who have been involved in supporting this effort over the years.

Commissioner Shadduck-McNally asked about the timeline in regard to the hearing, and when the County will verify the wells have been shut down. Ms. Everette offered a thorough answer to these questions.

Commissioner Stephens asked a question that she received from a resident watching online in regard to whether Prospect Energy had the funds to close, plug and reclaim 49 wells. Ms. Everette answered this question in detail.

Chair Kefalas asked a question in regard to the fines and penalties assessed to Prospect Energy in which Frank Haug, Assistant County Attorney provided clarification.

County Manager Volker thanked staff. She went on to thank the Board for their work and how they advocated for residents across the County – and, for their consistent messaging both to the public and to staff.

MOTION

Commissioner Stephens moved the Board of County Commissioners to approve the Settlement Agreement between Larimer County and Prospect Energy, LLC

Motion carried 3 – 0.

5. PROVIDE AN UPDATE TO THE BOARD OF COUNTY COMMISSIONERS ON THE CURRENT FIRE DANGER CONDITIONS IN LARIMER COUNTY.

Justin Whitesell, Emergency Services Director addressed the Board to provide an update on the current fire danger conditions in Larimer County. He stated that the Sheriff's Office is not recommending the County go into fire restrictions at this time and will continue to monitor conditions.

Collectively, the Commissioners thanked Mr. Whitesell for the detailed presentation and requested an update if/when conditions change.

7. **COUNTY MANAGER UPDATE:** County Manager Volker briefly detailed the events of the previous week.
8. **COMMISSIONER ACTIVITY REPORTS:** The Board briefly detailed their attendance at events during the previous week.
9. **LEGAL MATTERS:** None Requested

With there being no further business, the Board adjourned at 11:38 a.m.

JOHN KEFALAS
BOARD OF COUNTY COMMISSIONERS

TINA HARRIS
CLERK AND RECORDER

ATTEST:

Heather Arment, Deputy Clerk




DRAFT COMMISSIONERS' SCHEDULE

AUGUST 5 – 10, 2024




Current and detailed information for all Work sessions, Administrative Matters meetings (discussion items and the Consent Agenda) and Land Use Hearings is viewable in the Commissioners' Office or at

<https://www.larimer.gov/bocc/commissioners-meetings#/uws/>


Monday, August 5, 2024

- 11:00am – 12:00pm  Special County Board of Equalization Hearing, Commissioners' Conference Room, 2nd Floor
- 2:00pm – 4:00pm Commissioners may attend the Larimer County Fair and Rodeo Sensory Day, The Ranch, 5280 Arena Circle, Loveland
- 7:00pm – 9:00pm Commissioners may attend the Larimer County Professional Rodeo Cowboys Association Rodeo, Blue Arena, 5280 Arena Circle, Loveland

Tuesday, August 6, 2024

- 9:00am – 12:00pm    Administrative Matters meeting, Hearing Room, 1st Floor
- PLEASE NOTE:** In addition to in-person comments, we are taking comments via email and by phone. **You must register by 4:30pm the Monday before the meeting to participate by phone.** Either email bcc-admin@larimer.org or call 970-498-7010 and provide your name, topic for comment and phone number. You will be called at that number when it is your turn. Please submit your email comment to bcc-admin@larimer.org.
- Legal Matters with William Ressue, County Attorney
- 12:00pm – 1:00pm Commissioner Shaddock-McNally will attend the Sylvan Dale Guest Ranch luncheon, 2939 North County Road 31D, Loveland
- 1:30pm – 4:30pm Commissioners' Budget Retreat, Lake Loveland Conference Room, 2nd Floor
- 5:30pm – 8:30pm Commissioner Kefalas may attend the Parks Advisory Board meeting, Department of Natural Resources, 1800 South County Road 32, Loveland
- 7:00pm – 9:00pm Commissioners may attend the Larimer County Professional Rodeo Cowboys Association Rodeo, Blue Arena, 5280 Arena Circle, Loveland




Wednesday, August 7, 2024

- 7:45am – 9:00am Commissioner Kefalas may attend the City of Fort Collins/Larimer County/Poudre School District Liaison Committee meeting, Fort Collins City Hall, 300 Laporte Avenue, Fort Collins
- 1:30pm – 3:30pm  Work Session regarding Performance Measures for Community Planning, Infrastructure & Resources, Commissioners' Conference Room, 2nd Floor

3:30pm – 9:00pm	Commissioners may attend the Larimer County Fair and Rodeo 4-H Junior Livestock Sale, The Ranch, 5280 Arena Circle, Loveland
5:30pm – 7:30pm	Commissioner Shadduck-McNally may attend the Youth Action for Health Fentanyl Awareness Short Film Watch Party, Teen Activity Center (TAC) 212, 212 West Mountain Avenue, Fort Collins
6:30pm – 8:00pm	Commissioner Stephens may participate in the virtual North Interstate-25 Coalition meeting
<u>Thursday, August 8, 2024</u>	
7:30am – 8:30am	Commissioner Shadduck-McNally will host Common Grounds for the Estes Park community, topic will be announced prior to the meeting, Kind Coffee, 470 East Elkhorn Avenue, Estes Park,
7:30am – 10:00am	Commissioner Stephens may attend the Fort Collins Downtown Development Authority Board meeting, Innosphere Ventures, 320 East Vine Drive, Fort Collins
10:00am – 12:00pm	Commissioner Shadduck-McNally will speak at the United States Citizenship and Immigration Services naturalization ceremony, Moraine Park Discover Center Amphitheater, Estes Park
11:30am – 1:00pm	Commissioner Shadduck-McNally may participate in the virtual Larimer County Interagency Oversight Group meeting, Zoom link: https://zoom.us/j/95186951643?pwd=dWdoQnFMZWVlUjJlVzE5bkJQRXQvdz09 Meeting ID: 951 8695 1643; Passcode: 670996
1:30pm – 3:30pm	Commissioner Shadduck-McNally may attend the Office on Aging Advisory Council meeting, Hybrid: In person, Larimer County Loveland Campus, 200 Peridot Avenue, Loveland or virtually via Zoom
4:00pm – 4:30pm	Commissioner Stephens may participate in the virtual GoNoCo34 Transportation Management Organization Board meeting
4:30pm – 5:30pm	Commissioner Stephens may attend the US-34 Coalition meeting, Hybrid: In person, Weld County Administration Building, 1150 O Street, Greeley or virtually via Microsoft Teams
5:30pm – 7:30pm	Commissioner Shadduck-McNally may attend the Neighbor to Neighbor Home is Where the Heart is benefit, Sweet Heart Winery, 5500 West US-34, Loveland
<u>Friday, August 9, 2024</u>	
8:30am – 9:30am	Commissioner Shadduck-McNally may participate in the virtual Forest Health Council Legislative Committee meeting
8:30am – 2:30pm	Commissioner Kefalas will attend the State Board of Human Services meeting, Hybrid: In person, 1575 Sherman Street, Denver or virtually via Zoom
10:00am – 2:00pm	Commissioners may attend the Colorado Counties, Inc., Front Range District meeting, Arapahoe County Fairgrounds, 25690 East Quincy Avenue, Aurora
<u>Saturday, August 10, 2024</u>	
8:30am – 10:00am	Commissioner Kefalas will host a Community Conversation for the Laporte community, Guest will be Senior Civil Engineer Eric Tracy who will discuss Larimer on the Move – Transportation Master Plan, Me Oh My Pie, 3310 West Country Road 54G, Laporte
10:00am – 11:00am	Commissioner Kefalas will host Storytime at the Larimer County Farmers' Market, 200 West Oak Street, Fort Collins

Unless otherwise noted, all meetings are held at the Larimer County Administrative Services Building, 200 West Oak, Fort Collins, Colorado

Meetings and agendas are subject to change.

-  Decision may be made at this meeting
-  Televised meeting on Comcast Fort Collins Cable Channel 14 and 881 (HD) and Connexion Channel 14
-  Meeting will be broadcast on the internet: <https://www.youtube.com/user/LarimerCounty>

Meetings of Boards and Commissions can now be found online at www.larimer.gov/boards

Per the Americans with Disabilities Act (ADA), Larimer County will provide a reasonable accommodation to qualified individuals with a disability who need assistance. Services can be arranged with at least seven (7) business days' notice. Please email us at bcc-admin@larimer.org, or call (970) 498-7010 or Relay Colorado 711. "Walk-in" requests for auxiliary aids and services will be honored to the extent possible but may be unavailable if advance notice is not provided.

Larimer County Economic & Workforce Development Workforce Innovation and Opportunity Act (WIOA) 4 – Year Local Plan

Mark Johnston

Economic Workforce Development, Director



Who We Are

Our Mission

Larimer County Economic and Workforce Development (LCEWD), connects people to meaningful work and businesses to talent and resources, improving our community's economic well being.

We care and our customers matter.

Our Values

- Customer Focused
- Respect
- Integrity
- Collaboration
- Culture of Innovation
- Inclusivity

LCEWD Core Competencies



The Workforce Innovation and Opportunity Act

The Workforce Innovation and Opportunity Act

WIOA was signed into law in 2014. It's the first update to the nation's core workforce training program since the passage of the Workforce Investment Act of 1998. WIOA requires a local Workforce Development Board to lead workforce investment and development activities for the local area.

WIOA is designed to help connect employers with the skilled workers they need to compete in the global economy and to help job seekers access employment, education, training, and support services to succeed in the labor market. Created a single set of WIOA Common Measures across all programs.



The Workforce Innovation and Opportunity Act

The 90 Year History of Workforce Development & Workforce Innovation & Opportunity Act (WIOA)

- **The New Deal (1933-1938)**
- **Manpower Development and Training Act (1962-1973)**
- **Comprehensive Employment and Training Act (1973-1982)**
- **Job Training Partnership Act (1982-1998)**
- **Workforce Investment Act (1998-2014)**
- **Workforce Innovation and Opportunity Act (2014-present)**

“What the whole world wants is a good job.”

Jim Clifton, Chairman of Gallup, *The Coming Jobs War*

Workforce development is essential to any society, whether in a period of growth or recession. Education and training are essential to bridge the skills gap that occurs through generations of new technological advances. There have been numerous workforce statutes created over the past 80 years that emphasize the need for education and training to ensure a skill-ready workforce.

Return on Investment

\$7.50

Return on Investment per \$1 Invested

Collective wage increase by workforce participants who accessed staff assisted services was \$16,233,836 from July 1, 2021 to June 30, 2022.

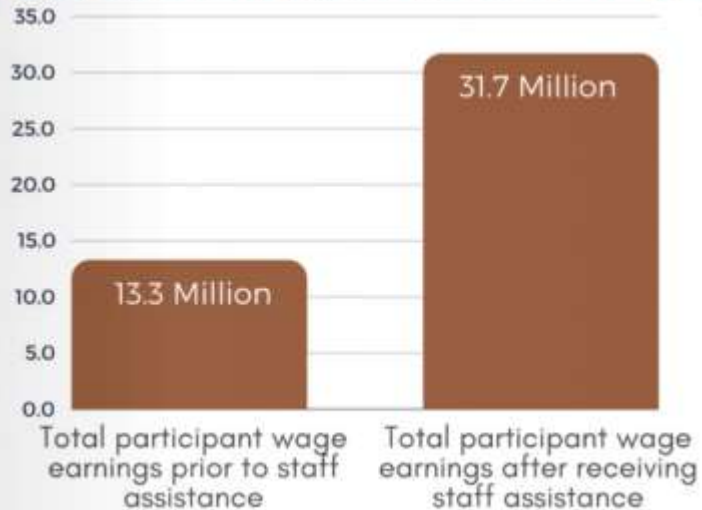
Population Served

- in 2023 10,541 individuals utilized LCEWD services, of which 4,087 accessed staff assistance.

Outcomes of Intensive Service

- Customers who accessed customized training and employment services (WOIA), with an individual counselor had an **average earnings increase of \$26,000/year** when comparing earnings prior to enrolling in WOIA to earnings after comparison

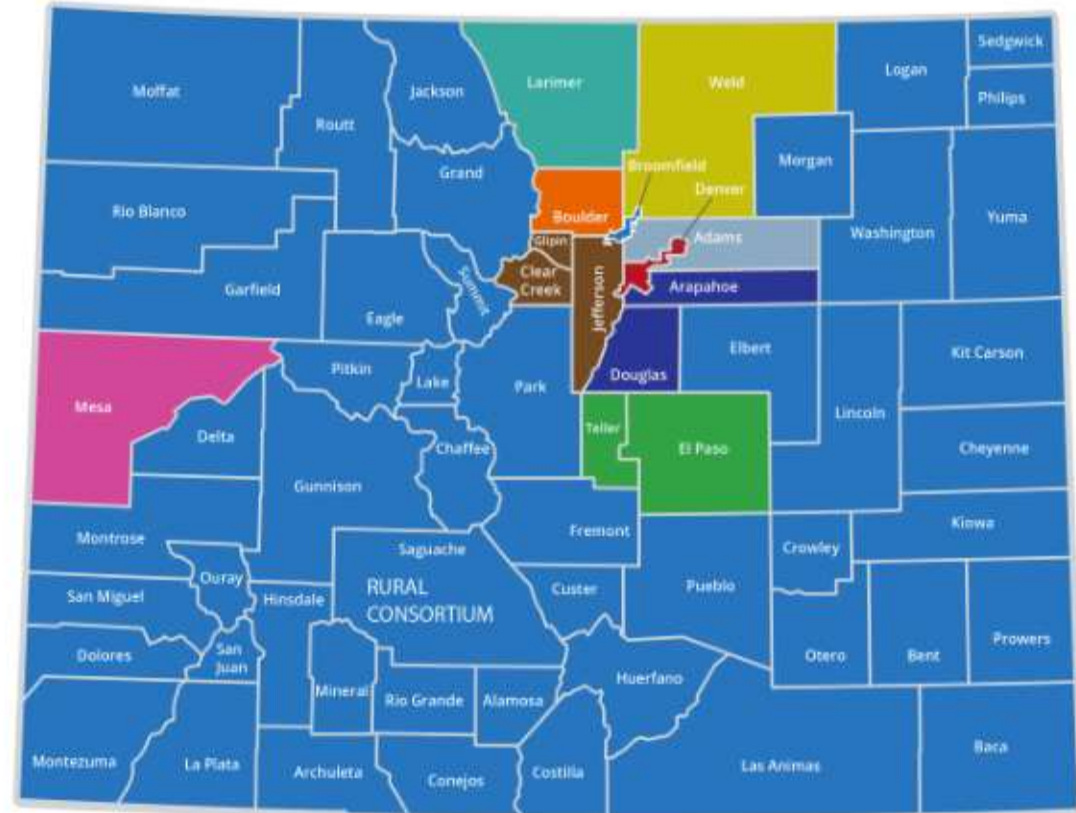
Impact of Staff Assistance on Wages



10 Workforce Regions

Workforce programs are delivered in Colorado through 10 federally-recognized local workforce areas. Each local area includes workforce centers that provide a variety of free services to assist employers and job seekers.

Each local workforce area is guided by a workforce development board. Authorized by WIOA in 2014, workforce development boards serve as strategic conveners to promote aligned relationships between business representatives, local government, economic development, education, and workforce partners to engage in and implement talent development solutions tailored to meet the needs of businesses and job seekers as part of an integrated workforce development system.



- LOCAL AREAS
- Adams
- Arapahoe Douglas
- Boulder
- Denver
- Larimer
- Mesa
- Pikes Peak
- Rural Consortium
- Tri-County
- Weld

Workforce Development Board

- Business Representatives: Minimum of 51%

- Workforce Representatives: Minimum of 20%
 - At least two (2) members shall be representatives of labor organizations.
 - At least one (1) member shall represent a joint labor-management, or union affiliated registered apprenticeship program.

- Other Required Representatives:
 - WIOA Title II – At least one (1) representative of an eligible provider administering adult education and literacy activities under WIOA title II.
 - Education - At least one (1) representative from an institution of higher education providing workforce development activities, including community colleges.
 - Economic and Community Development – At least one (1) member must represent an economic and community development agency.
 - Wagner-Peyser – At least one (1) member must represent the State of Colorado Employment Service Office under Wagner-Peyser serving the local area.
 - Rehabilitation – At least one (1) member must represent programs carried out under Title I of the Rehabilitation Act of 1973.

Workforce Development Board

LINCOLN ELECTRIC

Aims
COMMUNITY COLLEGE

selfpower
PROJECT SELF SUFFICIENCY

PIPEFITTERS
EST. 1902
LOCAL UNION 208

FRONT RANGE
COMMUNITY COLLEGE

BRINKMAN
CONSTRUCTION

KAISER PERMANENTE

The ELIZABETH
HOTEL

Colorado SBDC
LARIMER Small Business Development Center

BUILDING COMMUNITY
Fort Collins Area Chamber of Commerce

ESTES CHAMBER OF COMMERCE

ODELL BREWING Co.

BROADCOM

Express
EMPLOYMENT PROFESSIONALS

YA CARE
HOUSING

Robert Half
Talent Solutions

trebuchet group

Poudre
libraries

She's IN POWER

THOMPSON EDUCATION ASSOCIATION
C.E.A. N.E.A.

HORSE & DRAGON BREWING COMPANY

LARIMER COUNTY ECONOMIC & WORKFORCE DEVELOPMENT

COLORADO
Division of Vocational Rehabilitation
Department of Labor and Employment

Sector Partnerships



**NOCO MANUFACTURING
PARTNERSHIP**

nocomfg.com



nocohealthsector.org



www.nococsp.com

State Plan: Context

Background:

- The state plan is required to be submitted to the US Department of Labor under the Workforce Innovation and Opportunity Act. Development of this plan is a required function of the Colorado Workforce Development Council and the Governor must approve the plan prior to submission.
- The development of the plan was a collaborative effort of local and state partners committed to excellence in serving the citizens of Colorado coordinated by the Colorado Workforce Development Council.
- The plan includes an executive summary and seven unique sections.

Background Cont'd:

- The 2024-2027 Workforce Innovation and Opportunity Act (WIOA) Combined State Plan has been approved by USDOL signaling the state's commitment to increasing affordability, quality, equity, and access for all Coloradans. The State Plan as well as all [Local and regional WIOA plans](#) have been reviewed.
- The four-year plan helps shape the strategic direction of workforce development in the state of Colorado and provides a comprehensive roadmap for driving workforce initiatives. Once drafted, the plans underwent a rigorous review process that began in September 2023, including evaluations from the Council members, the Governor's Office, partner agencies, and a 30-day public comment period. USDOL's approval is not just a routine step, it ensures federal funding amounting to millions of dollars to Colorado, which will be instrumental in driving the workforce initiatives for the next four years, and empowering the community through enhanced employment opportunities, skill development, and economic growth.

Governor's Colorado Priorities

Colorado's Strategy for Talent Development

Priorities for the 2024-2027 WIOA Combined State Plan

- Quality
- Affordability
- Equity
- Access

Governor's Priorities

PRIORITY ONE:

Increase **AFFORDABILITY** of career connected education and training for Coloradans of all skill levels who have completed or left the K-12 education system.

PRIORITY TWO:

Increase the **QUALITY** of upskilling opportunities, jobs, and career pathways.

Governor's Priorities

PRIORITY THREE:

Increase **EQUITABLE** economic activity for individuals who experience barriers based on race, ethnicity, gender, ability, age, zip code, and/or socioeconomic status.

PRIORITY FOUR:

Enhance **ACCESS** to programming by creating more seamless connections between high school, postsecondary education, and the workforce.

Larimer County's 2024-28 Strategic Plan Priorities

Striking similarities create alignment in WIOA plan and County plan

Goal 2- Quality of Life

- Objective 2 - Support an Equitable Economy
 1. Promote an equitable economy through support of underrepresented businesses and employee populations.
 1. Support the development of a “care” workforce.

Larimer County Local Plan

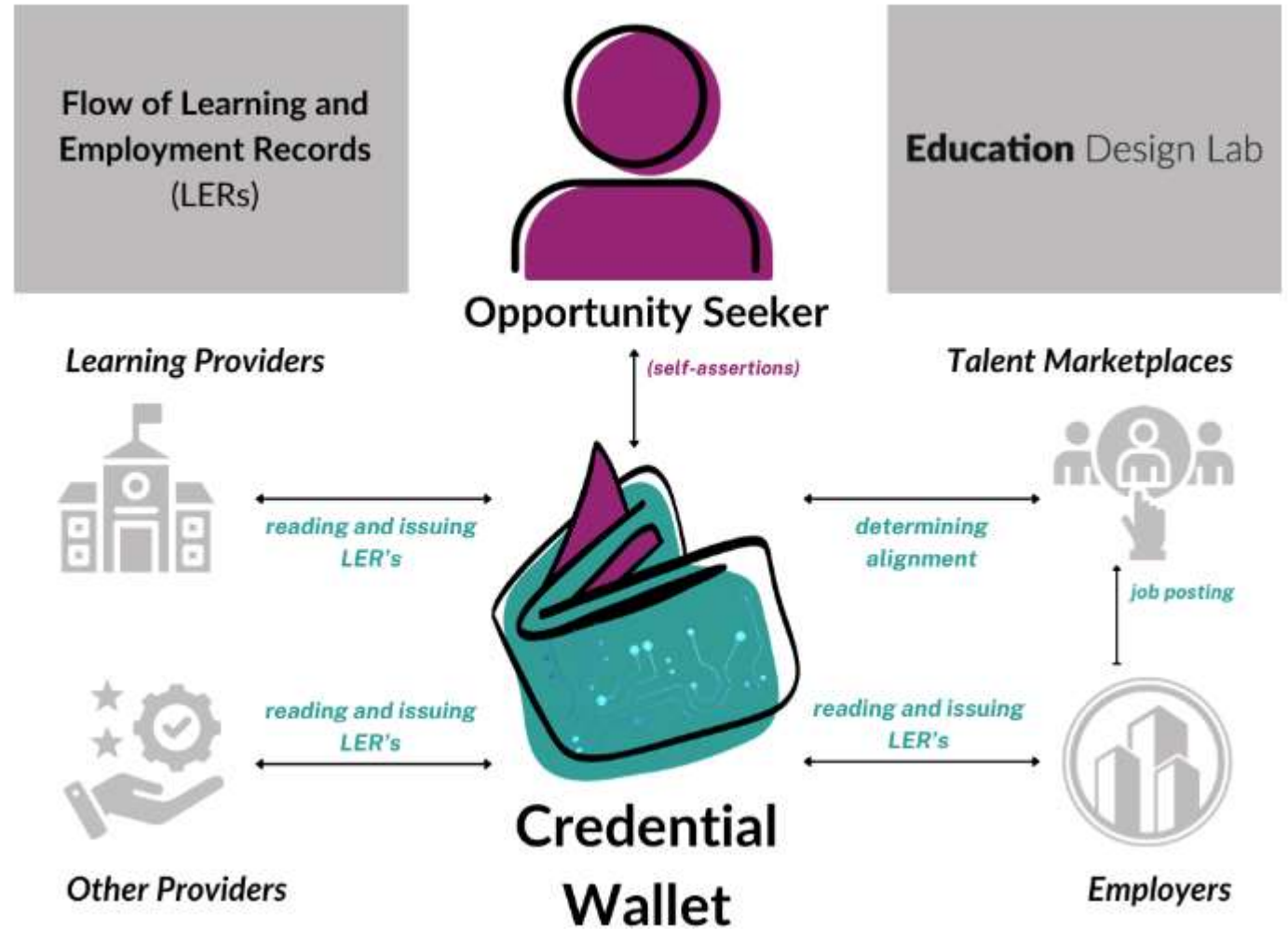
Examples of the plan in our work

- Advancing access to underrepresented populations.
- Reskilling, Upskilling and Next Skilling residents: individuals and groups to fill critical, in-demand jobs.
- Work Based Learning advancements (internships/apprenticeships).
- Business consulting on [Job Quality in Colorado](#).
- Storytelling importance.

Future Aspirations

Learning and Employment Records (LERs)

LERs are digital records of an individual's formal and informal learning and employment that better represent learners with diverse experiences in the job market



The Modernized Connecting Colorado System will Serve Four Audiences



Participant / Job Seeker

- Provide personal information and learn about available services
- Connects to careers exploration and preparation resources
- Search and match to job opportunities
- Tracks job applications submitted



Case Manager

- Review participant information
- Refer to other services
- Manage workshops and record attendance
- Review eligibility and enroll in programs
- Track services, expenses, and performance metrics
- Report on demographics services, with what services, and the impact



Business Services

- Track services provided to employers, take notes, upload documents
- Manage hiring events/ job fair and employer workshop promotion and attendance
- Create or approve jobs to be posted on job board
- Match talent to opportunities



Employer

- Connect to qualified available talent
- Learn and sign up for employer workshops, hiring events, and job fairs

Connecting Colorado Modernization

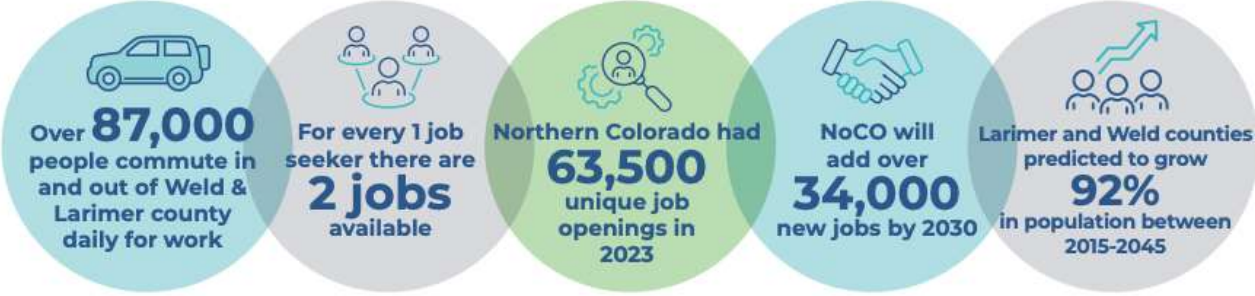
	6/2024			10/2024			1/2025			4/2025
Eightfold <i>Labor Exchange</i>	Job Seeker									
		Workforce Exchange								
				Integrations and Business Services						
							Test, UAT, Training			
Empyra <i>Case Management</i>	Discovery									
		Design								
		Develop								
							Test, UAT, Training			

NoCo Works



Northern Colorado, Region 2 is defined by the Colorado Office of Economic Development and International Trade (OEDIT) as Larimer AND Weld county: Situated against the Rocky Mountains to the West and Wyoming to the North, Northern Colorado and its counties of Weld and Larimer are known for a culture of innovation and entrepreneurial spirit among a set of diverse industries. Consistently ranked nationally as one of the best places to live, work and pursue lifelong learning, this region is a thriving hub of both commerce and culture. The diverse employment base makes Northern Colorado a prime area for business and industry growth. Northern Colorado's top industry clusters include: agriculture, bio/life sciences, business services, energy, and manufacturing.

Why Regionalism Matters



How NoCo Works is Responding



NoCo Works

Mission

To create an effective, efficient, and aligned talent and workforce ecosystem for NoCo that can show measurable results

Vision

A regional coalition to foster an inclusive and economically healthy community

Commitments

Streamlining access to resources and services

Minimizing duplication of efforts

Elevating best practices and rally support for existing efforts

Guiding Pillars

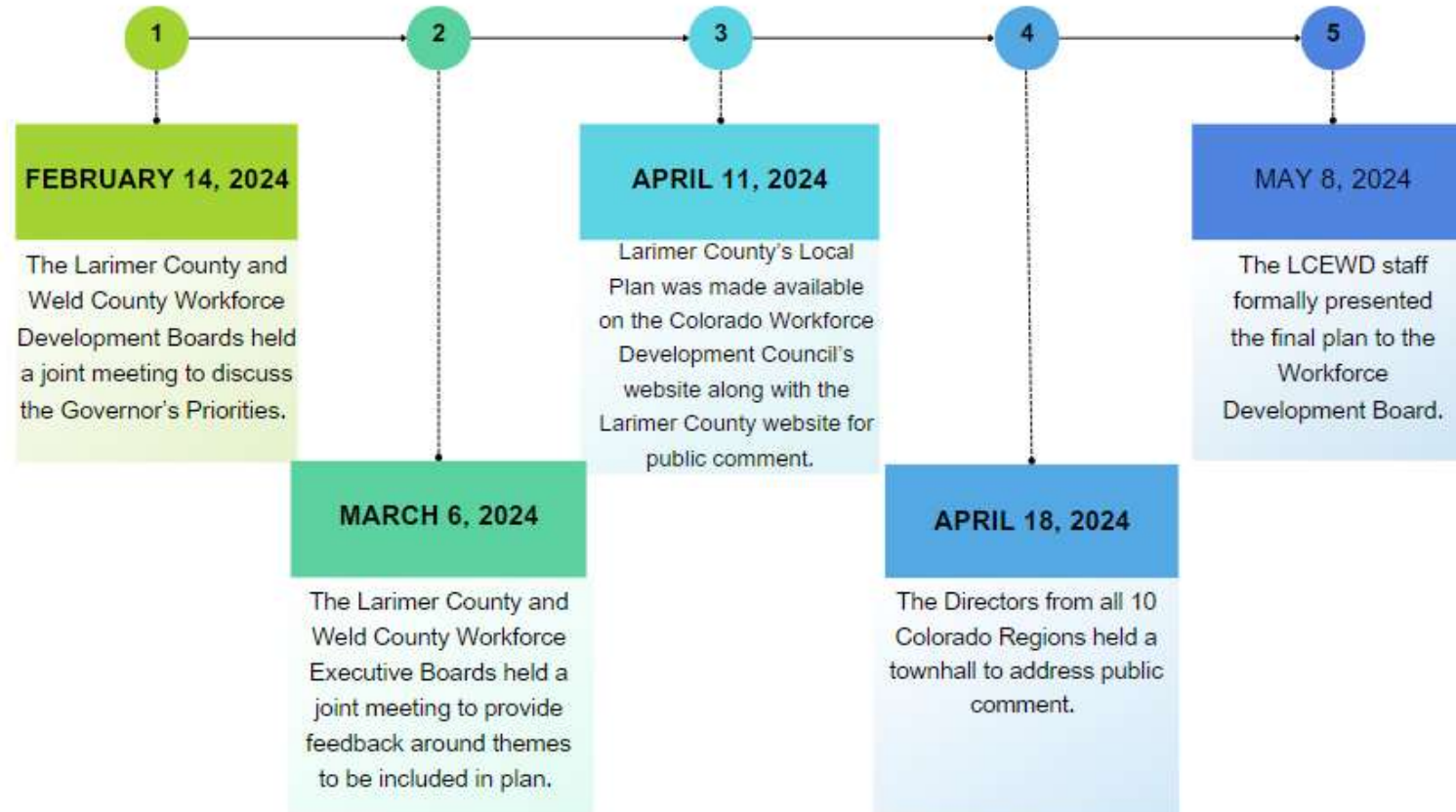
Support NoCo employers in attracting, retaining and growing their workforce

Support workforce (future and current) in obtaining and retaining *Quality Jobs in NoCo

Support NoCo ecosystem to improve the prosperity of our talent and workforce systems

Public Comment

Public Comment



Questions?

Larimer County Economic & Workforce Development Workforce Innovation and Opportunity Act (WIOA) Local Plan

Program Year 2024 – 2027

Larimer County Economic and Workforce Development Local Plan for Program Year 2024 – 2027

1. Provide an analysis of the workforce development activities (including education and training) in the local area, including an analysis of the strengths and weaknesses of such services, and the capacity to provide such services, to address the identified education and skill needs of the workforce and the employment needs of employers in the local area.

Labor Market Analysis: Larimer County Economic and Workforce Development

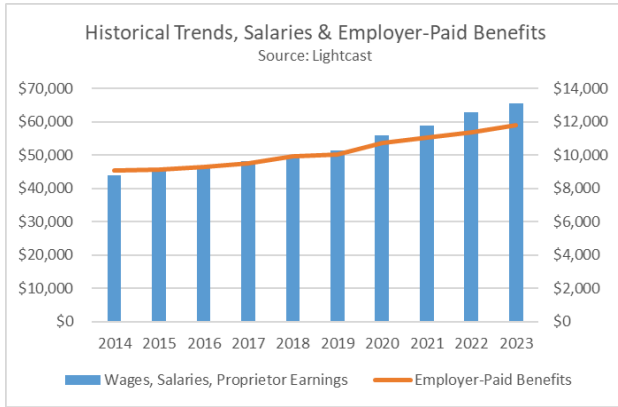
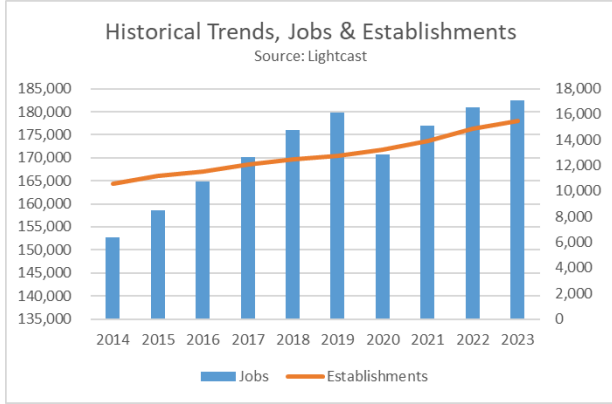
- I. Provide an analysis of the regional economic conditions overall, as well as for each area included in this planning region, including:
 - Existing and emerging in-demand industry sectors and occupations; and
 - The employment needs of employers in those industry sectors and occupations.

Economic Overview

Economy Overview, Larimer County							
Area	Population (2023)	Labor Force (Sep 2023)	Jobs (2023)	Cost of Living	GRP	Imports	Exports
Larimer County	369,463	219,418	196,433	108.6	\$25,051,432,596	\$25,567,870,366	\$26,486,319,756
Colorado	5,874,618	3,253,072	3,249,917	111.1	\$481,875,096,107	\$332,993,689,800	\$406,493,555,598
Percent	6.3%	6.7%	6.0%	97.7%	5.2%	7.7%	6.5%

Source: Lightcast

Historical Trends



Historical Trends, Larimer County											
Description	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Annual Growth Rate
Jobs	152,778	158,654	164,895	170,182	176,068	179,824	170,731	176,960	180,885	182,484	1.8%
Establishments	10,589	11,188	11,556	12,073	12,470	12,766	13,244	13,904	14,893	15,473	3.9%
Wages, Salaries, Proprietor Earnings	\$43,856	\$45,353	\$45,966	\$48,152	\$49,404	\$51,445	\$55,790	\$58,698	\$62,849	\$65,373	4.1%
Employer-Paid Benefits	\$9,050	\$9,110	\$9,263	\$9,515	\$9,924	\$10,017	\$10,748	\$11,061	\$11,351	\$11,800	2.7%

Source: Lightcast

Projected Growth by Sector

Projected Growth by Sector, Larimer County							
NAICS	Description	2024 Jobs	2028 Jobs	Change	Percent Change	Payrolled Business Locations	Employment Concentration
90	Government	42,920	45,034	2,114	5%	131	1.52
54	Professional, Scientific, and Technical Services	14,160	15,589	1,429	10%	3,368	1.11
62	Health Care and Social Assistance	17,873	18,826	954	5%	1,495	0.72
72	Accommodation and Food Services	19,322	20,039	717	4%	952	1.20
31	Manufacturing	15,554	16,243	690	4%	544	1.04
42	Wholesale Trade	6,209	6,776	568	9%	848	0.88
44	Retail Trade	19,837	20,301	464	2%	1,203	1.11
81	Other Services (except Public Administration)	7,702	8,157	456	6%	1,205	0.97
61	Educational Services	2,956	3,316	359	12%	278	0.66
71	Arts, Entertainment, and Recreation	3,258	3,548	290	9%	289	1.13
23	Construction	11,897	12,125	229	2%	1,529	1.27
48	Transportation and Warehousing	3,980	4,167	188	5%	252	0.50
52	Finance and Insurance	3,961	4,134	172	4%	805	0.51
53	Real Estate and Rental and Leasing	3,363	3,522	159	5%	908	1.16
99	Unclassified Industry	157	222	64	41%	62	0.37
11	Agriculture, Forestry, Fishing and Hunting	1,059	1,100	41	4%	108	0.61
55	Management of Companies and Enterprises	1,004	1,039	35	3%	212	0.34
22	Utilities	298	306	7	3%	19	0.45
21	Mining, Quarrying, and Oil and Gas Extraction	405	379	(26)	(6%)	50	0.60
56	Administrative and Support and Waste Management and Remediation Services	7,787	7,751	(37)	(0%)	866	0.70
51	Information	2,493	2,390	(103)	(4%)	350	0.69
Totals		186,194	194,964	8,770	5%	15,473	

Source: Lightcast

Projected Growth by Occupation Family

Projected Growth by Occupation Family, Larimer County										
SOC	Description	2024 Jobs	2028 Jobs	Change	Percent Change	Pct. 25 Hourly Earnings	Median Hourly Earnings	2023 Hires	2023 Separations	2023 Turnover Rate
29	Healthcare Practitioners and Technical	12,635	14,495	1,860	14.7%	\$30.46	\$39.22	5,469	4,185	35.2%
31	Healthcare Support	7,297	8,082	785	10.8%	\$15.75	\$17.59	7,174	6,242	89.1%
35	Food Preparation and Serving Related	18,306	19,068	762	4.2%	\$13.99	\$15.33	25,445	24,818	138.2%
11	Management	9,062	9,735	673	7.4%	\$42.25	\$58.87	4,736	4,141	47.0%
53	Transportation and Material Moving	11,516	12,182	665	5.8%	\$16.32	\$19.74	11,152	10,759	95.7%
41	Sales and Related	19,005	19,558	553	2.9%	\$14.53	\$17.85	16,927	16,191	86.3%
13	Business and Financial Operations	12,914	13,459	545	4.2%	\$27.57	\$35.95	6,876	6,406	50.6%
15	Computer and Mathematical	5,805	6,255	450	7.8%	\$34.29	\$46.86	2,350	1,966	34.9%
49	Installation, Maintenance, and Repair	7,006	7,414	408	5.8%	\$20.01	\$24.99	4,229	4,075	59.4%
39	Personal Care and Service	4,784	5,166	383	8.0%	\$14.40	\$16.29	5,786	5,435	117.2%
21	Community and Social Service	4,126	4,505	378	9.2%	\$20.62	\$26.19	2,064	2,046	51.5%
51	Production	8,114	8,443	329	4.1%	\$17.82	\$21.40	5,295	5,387	67.7%
33	Protective Service	3,084	3,341	257	8.3%	\$16.59	\$22.60	2,666	2,369	79.3%
37	Building and Grounds Cleaning and Maintenance	6,018	6,239	222	3.7%	\$15.31	\$16.98	7,048	6,767	114.3%
17	Architecture and Engineering	5,408	5,629	221	4.1%	\$34.20	\$45.43	1,868	1,880	35.4%
47	Construction and Extraction	8,722	8,902	180	2.1%	\$21.02	\$25.95	6,157	6,125	70.9%
43	Office and Administrative Support	21,382	21,513	131	0.6%	\$17.29	\$20.84	16,269	16,282	76.7%
23	Legal	944	901	57	6.8%	\$28.87	\$43.77	309	274	33.2%
19	Life, Physical, and Social Science	4,166	4,218	52	1.2%	\$24.04	\$32.01	1,996	1,962	47.5%
45	Farming, Fishing, and Forestry	963	994	31	3.2%	\$13.09	\$15.56	1,095	1,150	121.6%
27	Arts, Design, Entertainment, Sports, and Media	2,441	2,466	25	1.0%	\$19.92	\$28.15	1,794	1,591	65.7%
25	Educational Instruction and Library	12,095	11,869	(226)	-1.9%	\$21.73	\$28.66	6,095	5,372	44.0%
Totals		186,194	194,964	8,770	4.7%			143,086	135,715	74.4%

Source: Lightcast

Occupations Projected to add the Most Jobs, Larimer County										
SOC	Description	2024 Jobs	2028 Jobs	Change	Percent Change	Pct. 25 Hourly Earnings	Median Hourly Earnings	2023 Hires	2023 Separations	2023 Turnover Rate
29-1141	Registered Nurses	4,469	5,242	773	17%	\$34.12	\$39.81	1,802	1,394	34%
35-3023	Fast Food and Counter Workers	5,475	5,750	276	5%	\$13.90	\$14.30	8,686	8,566	160%
31-1128	Home Health and Personal Care Aides	2,519	2,761	241	10%	\$15.01	\$15.73	2,217	2,205	90%
15-1252	Software Developers	2,006	2,244	238	12%	\$40.97	\$55.92	737	544	28%
11-1021	General and Operations Managers	3,062	3,268	206	7%	\$36.05	\$51.08	1,725	1,569	53%
41-2031	Retail Salespersons	6,220	6,411	190	3%	\$14.03	\$14.86	6,486	5,889	96%
35-2014	Cooks, Restaurant	2,217	2,404	187	8%	\$15.56	\$17.45	2,726	2,399	111%
31-1131	Nursing Assistants	1,641	1,819	178	11%	\$16.41	\$17.84	1,690	1,516	96%
53-7065	Stockers and Order Fillers	2,825	2,987	161	6%	\$15.69	\$17.84	3,022	2,819	102%
11-9111	Medical and Health Services Managers	587	724	137	23%	\$48.02	\$52.92	349	220	41%
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	1,135	1,270	136	12%	\$22.16	\$27.48	622	723	67%
31-9092	Medical Assistants	1,106	1,239	133	12%	\$18.32	\$19.84	1,232	835	79%
53-3033	Light Truck Drivers	983	1,100	117	12%	\$17.96	\$20.38	1,043	1,018	109%
25-2021	Elementary School Teachers, Except Special Education	1,482	1,597	114	8%	\$24.54	\$30.82	508	452	31%
13-1161	Market Research Analysts and Marketing Specialists	1,566	1,669	103	7%	\$24.35	\$30.07	945	848	56%
29-1171	Nurse Practitioners	332	433	102	31%	\$51.02	\$55.19	217	78	26%
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	1,319	1,420	101	8%	\$23.02	\$28.82	413	378	29%
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,535	1,632	97	6%	\$16.34	\$18.27	1,923	1,865	124%
43-6013	Medical Secretaries and Administrative Assistants	705	801	97	14%	\$17.35	\$18.34	577	413	62%
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	1,646	1,741	95	6%	\$17.44	\$20.30	1,728	1,652	103%

Source: Lightcast

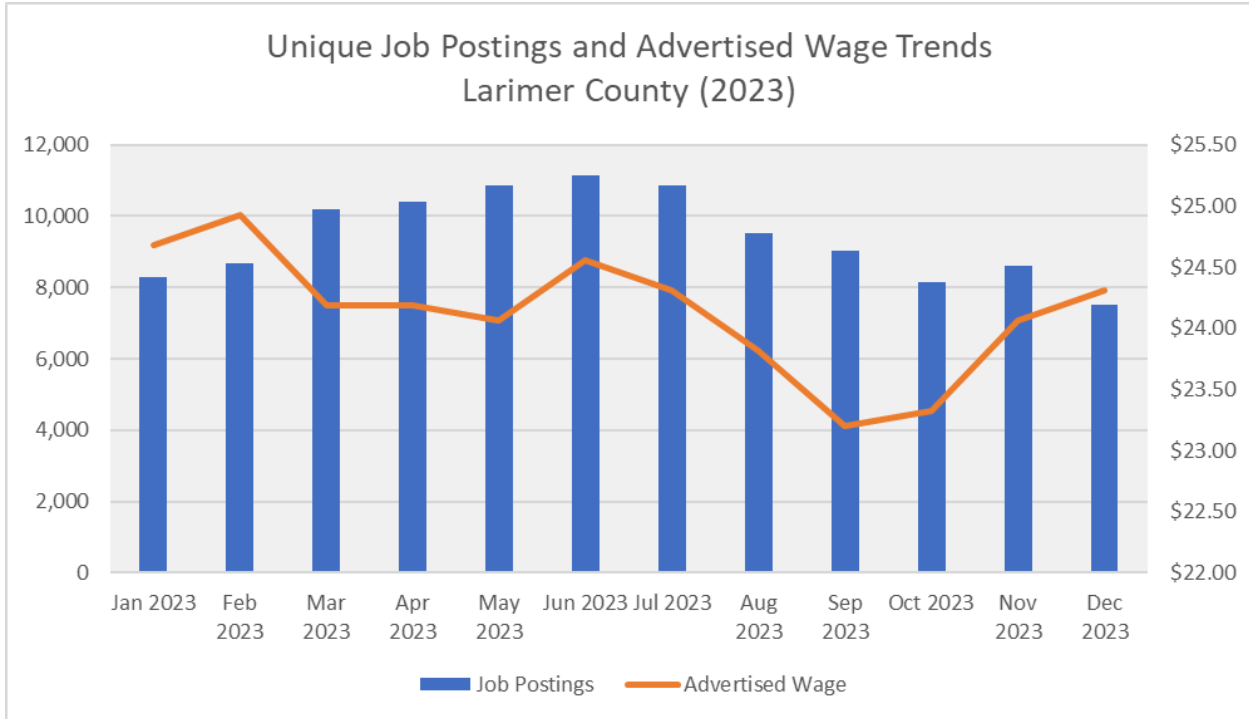
Takeaways (Lightcast)

- As of 2023 the region's population increased by 5.2% since 2018, growing by 18,418. Population is expected to increase by 3.0% between 2023 and 2028, adding 11,221.
- From 2018 to 2023, jobs increased by 3.9% in Larimer County from 189,136 to 196,433. This change outpaced the national growth rate of 3.6% by 0.3%. As the number of jobs increased, the labor force participation rate increased from 70.6% to 71.0% between 2018 and 2023.
- Concerning educational attainment, 29.9% of Larimer County residents possess a Bachelor's Degree (8.8% above the national average), and 9.3% hold an Associate's Degree (0.3% above the national average).
- The top three industries in 2023 are Education and Hospitals (State Government), Restaurants and Other Eating Places, and Education and Hospitals (Local Government).
- Larimer County has 78,119 millennials (ages 25-39). The national average for an area this size is 74,579.
- Retirement risk is about average in Larimer County. The national average for an area this size is 109,917 people 55 or older, while there are 105,549 here.
- Racial diversity is low in Larimer County. The national average for an area this size is 150,834 racially diverse people, while there are 70,080 here.

- Larimer County has 19,797 veterans. The national average for an area this size is 19,042.
- Larimer County has 2.64 violent crimes per 1,000 people. The national rate is 2.41 per 1,000 people.
- Larimer County has 17.74 property crimes per 1,000 people. The national rate is 12.12 per 1,000 people.

II. Provide an analysis of the knowledge and skills needed to meet the employment needs of the employers in the region, as well as for each area included in this planning region, including employment needs in in-demand industry sectors and occupations.

In calendar 2023, Larimer County employers posted an average of 9,431 unique jobs per month. The average posted wage through 2023 was \$24.13 per hour.



Education and Experience Breakdown, Larimer County (2023)		
Education Level	Unique Postings	% of Total
No Education Listed	36,144	50%
High school or GED	16,671	23%
Associate degree	4,638	6%
Bachelor's degree	16,516	23%
Master's degree	5,368	7%
Ph.D. or professional degree	2,211	3%
Minimum Experience	Unique Postings	% of Total
No Experience Listed	41,691	58%
0 - 1 Years	12,161	17%
2 - 3 Years	11,649	16%
4 - 6 Years	4,736	7%
7 - 9 Years	957	1%
10+ Years	998	1%

Source: Lightcast

This table shows the education and experience requirements of unique jobs posted in Boulder County in the calendar year 2023.

The structurally scarce labor market has encouraged skill-based rather than education-based hiring, as can be seen in the top portion of the table. However, nearly 40% of the jobs posted required a bachelor's degree or higher.

Top Jobs Posted

Top Posted Occupations, Larimer County			
Occupation (SOC)	Total Postings (Jan 2023 - Dec 2023)	Unique Postings (Jan 2023 - Dec 2023)	Median Posting Duration
Registered Nurses	23,332	4,541	29 days
Retail Salespersons	7,942	2,213	27 days
Home Health and Personal Care Aides	7,208	1,522	38 days
First-Line Supervisors of Retail Sales Workers	4,631	1,408	29 days
Heavy and Tractor-Trailer Truck Drivers	6,287	1,398	30 days
Sales Representatives, Wholesale and Manufacturing	4,361	1,397	31 days
Customer Service Representatives	6,047	1,326	27 days
Fast Food and Counter Workers	4,606	1,097	30 days
Maintenance and Repair Workers, General	3,219	1,094	28 days
Managers, All Other	2,427	961	28 days
Licensed Practical and Licensed Vocational Nurses	5,398	881	30 days
Laborers and Freight, Stock, and Material Movers, Hand	2,681	873	27 days
Software Developers	1,927	858	28 days
Medical and Health Services Managers	2,485	833	27 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2,057	805	26 days
Nursing Assistants	3,306	725	26 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	2,287	704	28 days
Food Service Managers	2,262	688	29 days
Medical Assistants	2,270	650	27 days
Maids and Housekeeping Cleaners	2,678	637	27 days

Job Postings: Skills Breakdown, Credentials in Demand

Top Specialized Skills Posted in Larimer County, 2023						
Skills	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	4,718	6.5%	1,528	0.9%	20.1%	Growing
Project Management	3,363	4.7%	14,081	8.7%	19.8%	Growing
Marketing	3,252	4.5%	14,644	9.0%	23.0%	Rapidly Growing
Merchandising	3,244	4.5%	3,186	2.0%	15.0%	Growing
Accounting	2,868	4.0%	4,887	3.0%	24.0%	Rapidly Growing
Auditing	2,290	3.2%	3,537	2.2%	21.8%	Rapidly Growing
Cardiopulmonary Resuscitation (CPR)	2,186	3.0%	814	0.5%	14.8%	Growing
Restaurant Operation	2,127	2.9%	2,416	1.5%	28.0%	Rapidly Growing
Selling Techniques	2,096	2.9%	2,857	1.8%	(1.2%)	Lagging
Life Support	1,980	2.7%	0	0.0%	12.7%	Growing
Construction	1,932	2.7%	3,365	2.1%	10.5%	Growing
Warehousing	1,881	2.6%	1,800	1.1%	13.0%	Growing
Finance	1,772	2.5%	3,338	2.1%	27.3%	Rapidly Growing
Housekeeping	1,757	2.4%	447	0.3%	13.3%	Growing
Care Coordination	1,675	2.3%	374	0.2%	15.6%	Growing
Billing	1,674	2.3%	2,245	1.4%	20.0%	Growing
Medical Records	1,591	2.2%	1,274	0.8%	12.5%	Growing
Direct Patient Care	1,585	2.2%	0	0.0%	16.6%	Growing
Effective Communication	1,547	2.1%	381	0.2%	0.0%	
Food Safety And Sanitation	1,509	2.1%	1,014	0.6%	11.7%	Growing

Source: Lightcast

To

Top Common Skills Posted in Larimer County, 2023						
Skills	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	19,526	27.0%	13,101	8.1%	3.6%	Lagging
Customer Service	17,447	24.2%	29,988	18.5%	5.2%	Stable
Management	12,654	17.5%	22,290	13.7%	5.3%	Stable
Sales	9,571	13.3%	24,144	14.9%	7.8%	Stable
Operations	8,931	12.4%	12,819	7.9%	8.1%	Stable
Leadership	8,037	11.1%	20,062	12.4%	8.5%	Stable
Detail Oriented	6,526	9.0%	1,342	0.8%	7.1%	Stable
Problem Solving	5,885	8.2%	4,106	2.5%	11.3%	Growing
Planning	5,538	7.7%	6,538	4.0%	10.9%	Growing
Writing	5,495	7.6%	4,862	3.0%	11.8%	Growing
Research	5,321	7.4%	19,630	12.1%	17.2%	Growing
Lifting Ability	4,735	6.6%	93	0.1%	10.6%	Growing
Coordinating	4,592	6.4%	3,881	2.4%	14.7%	Growing
Scheduling	4,207	5.8%	4,464	2.7%	16.4%	Growing
Critical Thinking	4,135	5.7%	1,609	1.0%	23.4%	Rapidly Growing
Interpersonal Communications	3,656	5.1%	1,387	0.9%	12.5%	Growing
English Language	3,613	5.0%	2,945	1.8%	15.3%	Growing
Teamwork	3,560	4.9%	5,732	3.5%	16.5%	Growing
Multitasking	3,387	4.7%	1,242	0.8%	18.4%	Growing
Computer Literacy	3,290	4.6%	344	0.2%	3.2%	Lagging

Source: Lightcast

Top Software Skills Posted in Larimer County, 2023						
Skills	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Office	3,281	4.5%	17,693	10.9%	18.5%	Growing
Microsoft Excel	3,256	4.5%	13,744	8.5%	17.7%	Growing
Microsoft Outlook	2,172	3.0%	2,803	1.7%	25.0%	Rapidly Growing
Microsoft PowerPoint	1,576	2.2%	9,516	5.9%	26.1%	Rapidly Growing
Microsoft Word	1,442	2.0%	10,774	6.6%	7.2%	Stable
Spreadsheets	1,081	1.5%	961	0.6%	22.2%	Rapidly Growing
Microsoft Access	744	1.0%	1,294	0.8%	3.9%	Lagging
Python (Programming Language)	693	1.0%	2,113	1.3%	24.5%	Rapidly Growing
Geographic Information Systems	587	0.8%	1,874	1.2%	10.8%	Growing
SAP Applications	582	0.8%	1,094	0.7%	21.6%	Rapidly Growing
AutoCAD	467	0.6%	1,925	1.2%	16.9%	Growing
ArcGIS (GIS Software)	447	0.6%	1,383	0.9%	12.2%	Growing
SQL (Programming Language)	432	0.6%	2,453	1.5%	6.4%	Stable
Operating Systems	413	0.6%	1,070	0.7%	22.6%	Rapidly Growing
Salesforce	304	0.4%	1,642	1.0%	24.7%	Rapidly Growing
C++ (Programming Language)	298	0.4%	1,924	1.2%	10.0%	Growing
R (Programming Language)	297	0.4%	563	0.3%	20.3%	Rapidly Growing
Amazon Web Services	293	0.4%	551	0.3%	24.0%	Rapidly Growing
JavaScript (Programming Language)	283	0.4%	1,767	1.1%	18.6%	Growing
Linux	283	0.4%	2,057	1.3%	8.9%	Stable

Source: Lightcast

Top Qualifications Posted in Larimer County, 2023	
Qualification	Postings with Qualification
Valid Driver's License	9,039
Registered Nurse (RN)	5,287
Basic Life Support (BLS) Certification	3,946
Cardiopulmonary Resuscitation (CPR) Certification	2,029
American Red Cross (ARC) Certification	1,972
CPR/AED For The Professional Rescuer	1,900
First Aid Certification	1,265
Licensed Practical Nurse (LPN)	1,151
Commercial Driver's License (CDL)	1,066
Advanced Cardiovascular Life Support (ACLS) Certification	935
Certified Nursing Assistant (CNA)	861
CDL Class A License	730
Pediatric Advanced Life Support (PALS)	547
Nurse Practitioner (APRN-CNP)	479
Licensed Clinical Social Worker (LCSW)	422
Teaching Certificate	410
Licensed Professional Counselor (LPC)	352
Board Certified/Board Eligible	329
ServSafe Certification	328
Licensed Vocational Nurse (LVN)	311

Source: Lightcast

- III. Provide an analysis of the workforce in the region, as well as for each area included in this planning region, including current labor force employment and unemployment data, and information on labor market trends, and the educational and skill levels of the

workforce in the region, including individuals with barriers to employment, New Americans (defined as Coloradans who arrived in the U.S. as immigrants or their children) and veterans.

Populations With Barriers by County in CCPR	
Population	Larimer
Population in households	349,163
Total households	148,851
Average size of household	2.3
Single parents with children under 18	4,960
Civilian veterans	18,991
Individuals with a disability	35,687
Age 18 - 64	18,197
Under 18	1,741
65 and Older	15,749
Low income households	19,541
Supplemental Security Income (SSI)	4,073
Cash Public Assistance	2,970
SNAP	8,705
With Public Healthcare Coverage (Medicaid)	105,728
Households spending 35% or more of gross income on rent	22,147
Less than High School or GED	8,784
Completed 9th grade or less	2,912
No broadband subscription	11,834
Population over 5 who speak English less than 'very well'	8,692
New Americans (entered U.S. 2010 or later)	5,953
Individuals 21 and older with criminal records (estimate)*	21,496
Homeless individuals (estimate)^	545

Sources: U.S. Census American Community Survey Data Profiles. *Number of individuals over 21 with criminal records estimated using information from Shannon, Sarah et al, Felon History and Change in U.S. Employment Rates, Social Science Research, Vol. 103, March 2022, 102649.
^Homeless estimates derived from Colorado State of Homelessness Report 2022, Colorado Coalition for the Homeless.

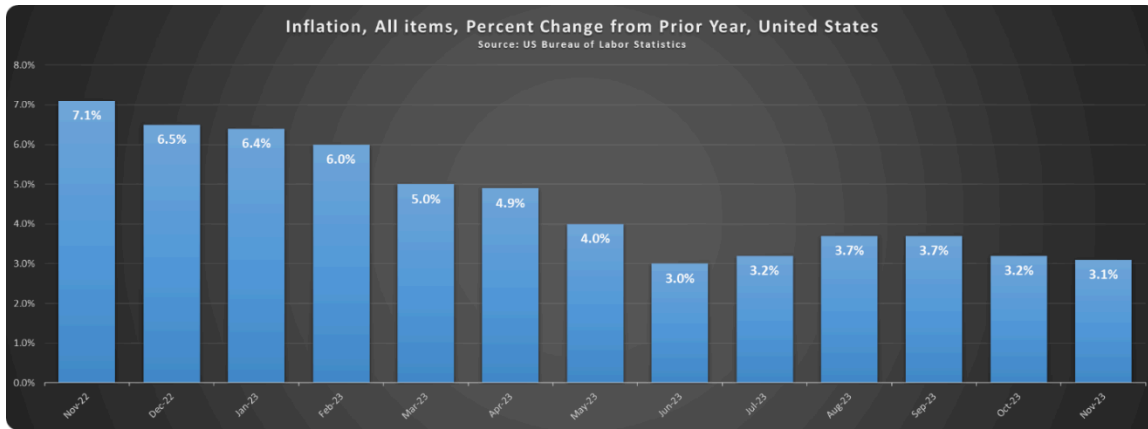
This data is important for each local region because workforce centers are uniquely positioned to increase labor force participation by helping these individuals surmount their barriers using braided funding strategies to provide supportive services, and upskilling, reskilling and new-skilling them so they can successfully engage in work.

This vital role played by workforce centers and their partners can make a critical difference in maintaining the competitiveness of Colorado employers in a global economy.

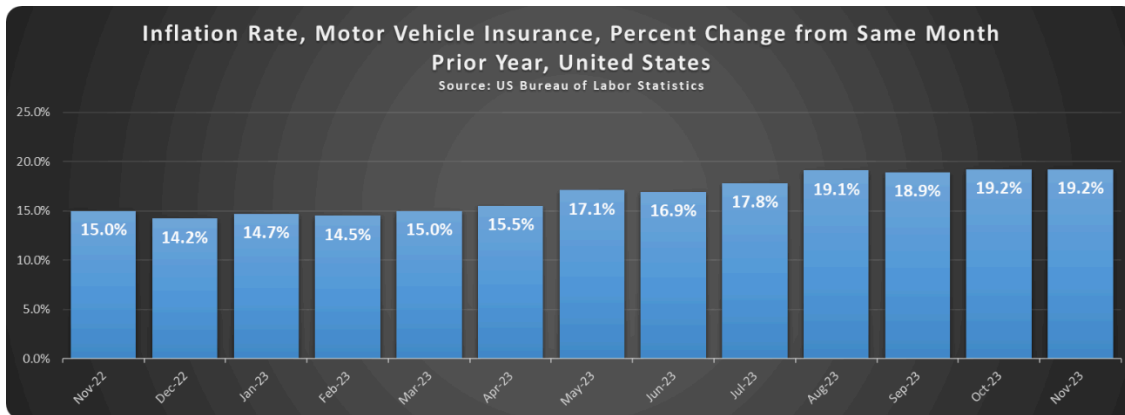
Kitchen Table Concerns for Workers

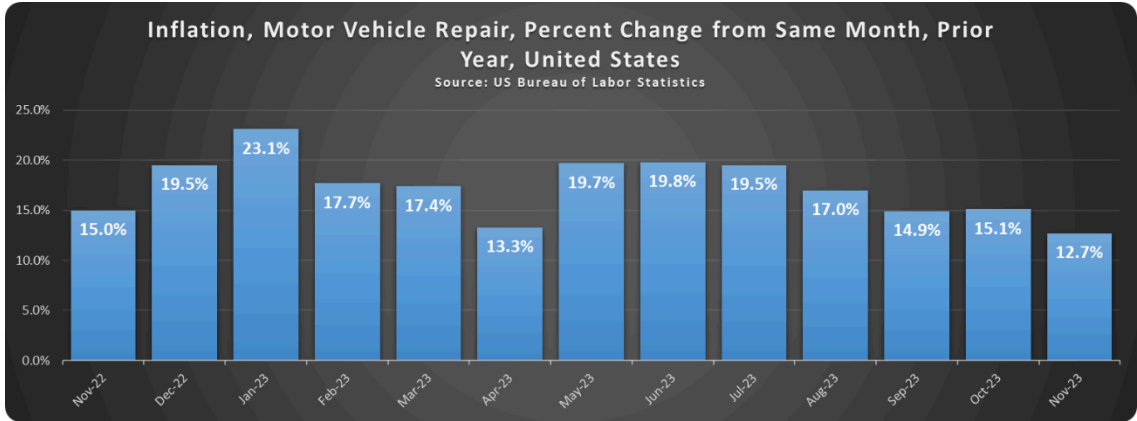
Wages have not kept up with inflation, so workers are finding they are spending more money for less product across the board. While the inflation rate has gone down, it is important to realize how to read this graph correctly. Prices in November 2023 were 3.1% higher than they

were the previous November 2022. What this means is that if we go back to November 2020, we find that prices have actually gone up 17%.

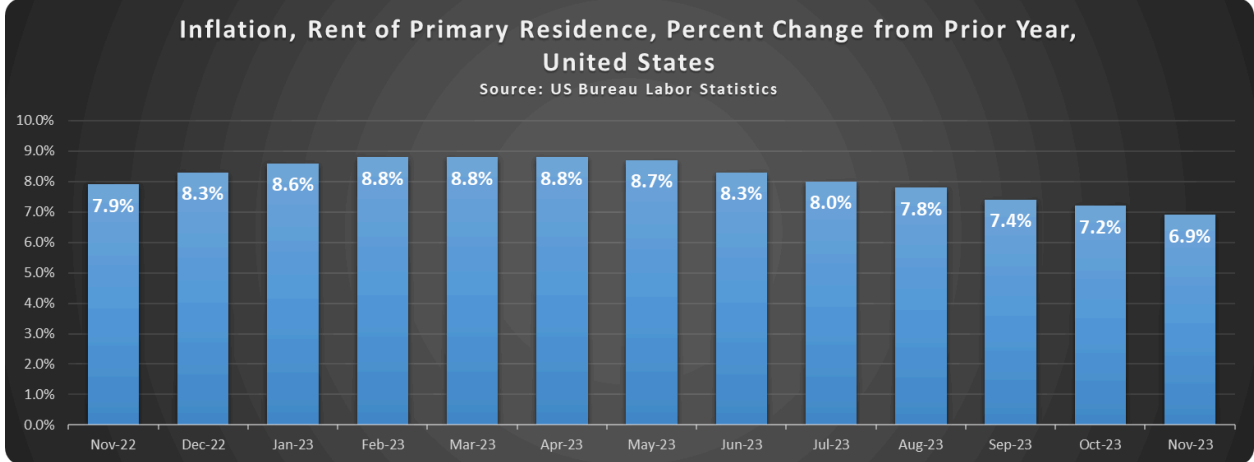


The high costs of insuring and repairing motor vehicles is also a concern, which is one reason hybrid and remote work schedules have become more popular since the pandemic.





Rents also remain high. According to the U.S. Census Bureau American Community Survey, 22,147 (44.5%) of the renters in Larimer County are paying 35% or more of their gross rent as a percentage of household income.



Childcare Costs as a Percent of Median Wage by Occupation Family, Larimer County							
SOC	Description	2023 Jobs	Median Annual Earnings	Annual Cost as Percent of Median Earnings			
				Infant, Childcare Center	Toddler, Childcare Center	Infant, Child Care Home	Toddler, Child Care Home
11	Management	8,817	\$122,441	14.8%	12.3%	9.7%	9.1%
13	Business and Financial Operations	12,660	\$74,782	24.3%	20.2%	15.8%	14.8%
15	Computer and Mathematical	5,632	\$97,460	18.6%	15.5%	12.1%	11.4%
17	Architecture and Engineering	5,315	\$94,489	19.2%	16.0%	12.5%	11.7%
19	Life, Physical, and Social Science	4,133	\$66,586	27.2%	22.7%	17.7%	16.7%
21	Community and Social Service	3,973	\$54,482	33.3%	27.7%	21.7%	20.4%
23	Legal	823	\$91,038	19.9%	16.6%	13.0%	12.2%
25	Educational Instruction and Library	12,205	\$59,607	30.4%	25.4%	19.8%	18.6%
27	Arts, Design, Entertainment, Sports, and Media	2,423	\$58,549	31.0%	25.8%	20.2%	19.0%
29	Healthcare Practitioners and Technical	11,891	\$81,578	22.2%	18.5%	14.5%	13.6%
31	Healthcare Support	7,007	\$36,585	49.6%	41.3%	32.3%	30.3%
33	Protective Service	2,987	\$46,998	38.6%	32.2%	25.1%	23.6%
35	Food Preparation and Serving Related	17,956	\$31,883	56.9%	47.4%	37.1%	34.8%
37	Building and Grounds Cleaning and Maintenance	5,922	\$35,314	51.4%	42.8%	33.5%	31.4%
39	Personal Care and Service	4,635	\$33,882	53.5%	44.6%	34.9%	32.7%
41	Sales and Related	18,754	\$37,135	48.9%	40.7%	31.8%	29.9%
43	Office and Administrative Support	21,225	\$43,348	41.9%	34.9%	27.3%	25.6%
45	Farming, Fishing, and Forestry	946	\$32,356	56.1%	46.7%	36.5%	34.3%
47	Construction and Extraction	8,634	\$53,975	33.6%	28.0%	21.9%	20.6%
49	Installation, Maintenance, and Repair	6,854	\$51,985	34.9%	29.1%	22.7%	21.3%
51	Production	7,954	\$44,506	40.8%	34.0%	26.6%	24.9%
53	Transportation and Material Moving	11,246	\$41,059	44.2%	36.8%	28.8%	27.0%
Totals		181,993	\$55,519	32.7%	27.2%	21.3%	20.0%

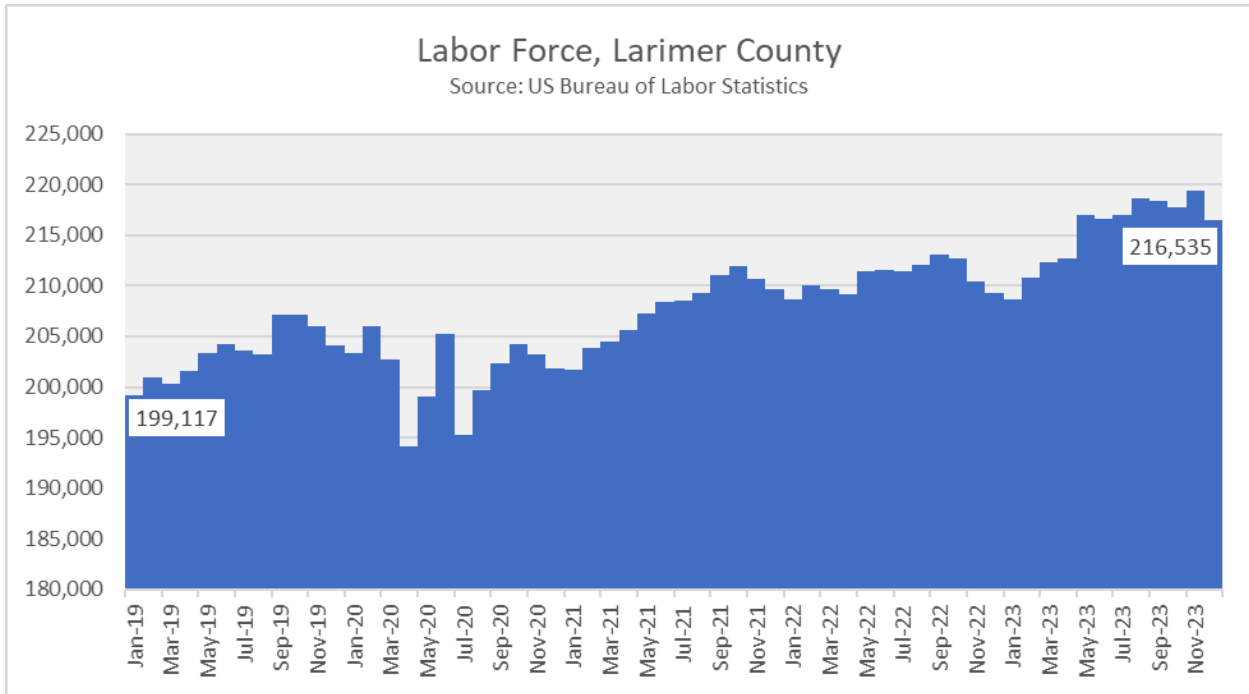
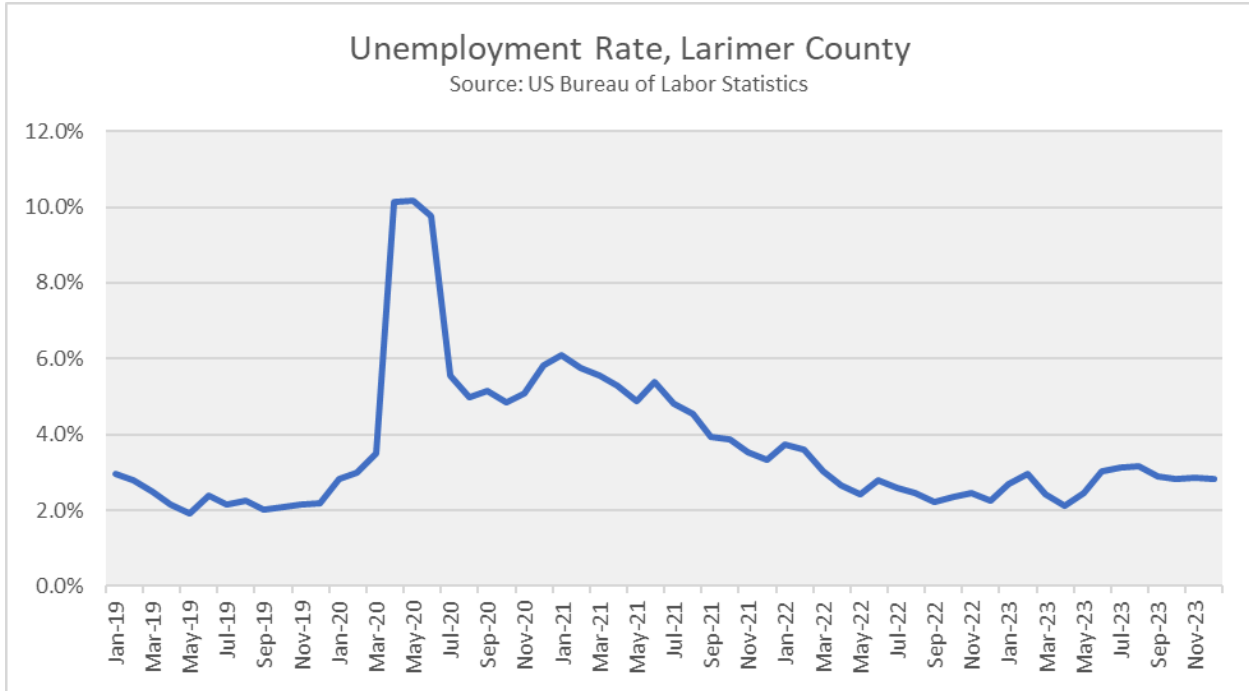
Sources: Lightcast (Jobs & Earnings), Childcare Costs (Brodnick Research & Consulting Childcare Market Rate Study Presented to Colorado Dept. Human Services, 2022)
Average number days childcare needed based on data showing average number of paid time off and holiday days taken in the US (Forbes, 2018)

Figures from this table are from Lightcast and the 2022 Colorado Childcare Market Rate Study, which is required for each state every two years. For example, a housekeeper with an infant may be paying over half of their gross income for childcare.

If they are also paying 35% for rent, this leaves only 15% of their entire gross to pay for everything else they need.

Employment and Unemployment Data

The following information was taken from the U.S. Bureau of Labor Statistics Local Area Unemployment Data. Note that the labor force in Larimer County went up by 17,418 between January 2019 and December 2023, an increase of 8.7%. This reflects the entry into the labor force of a number of workers who lost jobs during the pandemic and were gradually reabsorbed over 2022. Larimer County Economic and Workforce Development has been steadily helping people with barriers to success in the labor market to surmount those barriers with supportive services while they reskill, upskill or new-skill.



Larimer County Economic and Workforce Development (LCEWD) provides a variety of economic and workforce development activities, some of which include education and training, in the

local Larimer County region. Portions of these workforce development activities are funded through the Workforce Innovation and Opportunity Act (WIOA) while others are funded through local, state, federal and other resource funds. All are geared towards supporting people within the labor market gaining access to the skills they need to fill the employment needs of employers within the region and the broader laborshed of northern Colorado.

As part of a regional analysis related to workforce development, it's important to note the continued development of the northern Colorado strategic talent development initiative titled NoCo Works. Across Weld and Larimer County, Northern Colorado recognizes the importance of regionalism and the power of collaboration, specifically pertaining to talent and workforce. This is not just an idea or a grand goal, it's the truth.

Growing from the success of previous strategic plans for the region such as the Talent 2.0 initiative, NoCo Works is composed of collaborators from across both Weld and Larimer counties. A facilitated process was held in spring 2022, where a guided discussion broke down complex workforce and talent issues into manageable chunks so the group could work strategically to implement motivating goals addressing workforce challenges.

In fall 2022, the next step was a thorough review of strategic plans and annual reports of 50-plus organizations and initiatives who are key contributors to economic and workforce development in the region. These reiterated an overwhelming acknowledgment of regionalism which extends from business to government to nonprofits to education.

Based upon the review of existing efforts and initiatives, as well as demonstrated needs and commitment to action from key stakeholders, NoCo Works was formed. A steering committee provides oversight and support to six subcommittees that move the work forward pertaining to

regional talent and workforce development encompassing the Northern Colorado ecosystem. The LCEWD’s Workforce Development Board has adopted these themes as monthly board meeting topics for the 2024 calendar year, convening subject matter experts in these topics to share valuable insight.

Six Key Themes:

Economic Inclusion: All community members have equal access and opportunity to utilize workforce and talent services, Digital literacy, bilingual and monolingual Spanish upskilling and reskilling. These include but are not limited to under-represented and minority populations.

External Barriers: Advocacy and policy reform to address Transportation, Childcare, and Housing which affect access to job opportunities and limit how people can thrive in the community.

Business Resources: Provide a one-stop shop with resources, tangible services, and information to help local businesses accomplish necessary business goals.

Training and Development: Create regional access for businesses to provide training and development opportunities for Northern Colorado’s labor force (incumbent employees and job seekers). This includes upskilling and reskilling through access to certifications and credentials as well as customized soft skills and technical skills training.

Talent Pipeline: Holistic strategy for attracting and retaining the future workforce, with the goal to increase labor pool and positively contribute to the local economy. The aim is to generate career pathways and sector career pathway models.

Work-based Learning: Regional commitment to expanding internships, pre-apprenticeships, apprenticeships, on-site career learning opportunities, and more.

The Larimer County Economic and Workforce Development department is a critical partner in the workforce development environment. In 2023, the public workforce system celebrated 90 years of the Wagner-Peyser legislation that formed the labor exchange system in the country. Over time, the public workforce system has adapted services and priorities based on the changing priorities of our nation. In 2024, LCEWD is proud to remain a key partner within our region by administering the existing legislation of the Workforce Innovation and Opportunity Act (WIOA) Title I and Title III services and offers workforce development services through the following ways:

The Workforce Connections Team (WCT) provides all Workforce Innovation and Opportunity Act (WIOA) Title III Wagner-Peyser job seeker and business services. This includes business services such as supporting employers to post their open vacancies in Connecting Colorado, hosting hiring events, providing skill assessments for employers, consulting related to skills-based hiring, providing labor market data for employer decision making, and aiding in the review and modification of modernizing job descriptions to attract talent. Job seeker services include conducting an effective and modern job search, career pathway identification and job search skill workshops, providing core services to job seekers such as resume assistance, cover letter development, and developing interviewing skills, assessing individual needs and making intentional referrals to internal and external partners of the department, responding to general questions about Unemployment Insurance (UI) benefits, and providing opportunities for employers to connect with job seekers actively searching for employment. Job seeker and business services are provided in-person, on the phone, in remote and virtual environments, and in some cases through self-directed use.

The WCT provides an updated website that offers job search related information and videos, career assessments, and current labor market information designed to provide updated and relevant information related to the northern Colorado and state-wide needs of business. The

WCT conducts outreach activities utilizing job search related email notifications and a job seeker newsletter, as well as providing onsite job search workshops and related activities within community organizations and events, including public libraries, non-profits, post-secondary institutions, and other places to stretch our service reach to those who have job search related needs in Larimer County. The WCT serves as an internal expert for Connecting Colorado and Unemployment Insurance (UI).

A primary strength of the WCT job seeker services is the ability to assist large numbers of job seekers in a way that's most convenient for their situational access. This includes in-person, on the phone, in remote and virtual environments, and in some cases through self-directed use. LCEWD deploys multiple staff, some of whom are multi-lingual, into the community to improve our access footprint. By building these relationships with talent populations in their neighborhoods and community partner agencies, we've increased our capacity to serve talent pools who are desperately needed to fill the vacancies that our business community demands.

Another strength of the WCT job seeker services is the ability to assist Unemployment Insurance (UI) claimants with the claim process. As the volume of UI claimants ebbs and flows with labor market conditions, WCT staff are able to assist customers with filing a claim, escalate a concern about their claim to the UI staff, and connect the claimant directly to UI. A limitation of the UI process that connects directly to LCEWD is the lack of public awareness regarding Connecting Colorado as a viable job search tool. Additionally, the continued partnership with the Colorado Department of Labor and Employment (CDLE) Reemployment Services and Eligibility Assessment (RESEA) service provides our public workforce system an opportunity to support individuals who have lost their employment, through no fault of their own, access re-employment supports to improve their connection to the wide variety of services offered at LCEWD, ultimately aiding them in returning to the labor market. The goal is to reduce the

duration of the participants' UI participation time, improve their employment outcomes, and create alignment with the vision of the Workforce Innovation and Opportunity Act (WIOA).

A significant strength of the WCT has been their adaptability to the changing needs of our job-seeking customers. As the pandemic has ended, job seekers increased their interests within our office to seek new career pathways, scale up within their existing career path, or are choosing to re-enter the labor market after spending time away. This has provided new services to respond to the growing needs of our workforce region; specifically, digital literacy to assist the job seeker with technology skills to conduct an effective job search, engaging in broader outreach to communities that are not accessing services within our One-Stop physical location, and the development of short-term training support access to improve the marketability of our residents' skills through the Reskill, Upskill, Next Skill (RUN) service.

Digital Roots has become an award winning, keystone workforce development service that has improved our technology access offering to the public. Through Digital Roots, WCT staff provide one-on-one assistance, at a location that is convenient for the customer, and work regularly with that customer for a 3-month period to build their confidence and competence with technology and computer use. At the end of that time duration, if the customer chooses to, they may keep the computer device they used while learning about technology.

The Coaching Collaborative and additional resources aligned outside of the public workforce system, have provided an opportunity to further expand our outreach and connection to targeted populations that have not been familiar with LCEWD services. These activities have expanded our access to serve, and once participants are connected with our staff and have experienced the power of our partnerships and relationships, we find these groups continue accessing resources both in the community and within the physical structure of the One-Stop

location. In addition to expanding access to serve, the bona fide professional career and employment counseling services accessed through bilingual LCEWD staff have increased our level of quality to continue promoting an equitable and accessible economy for all job seekers and the businesses seeking their talents.

The RUN short-term training service offers an expansion of skills training access for eligible populations to obtain the necessary training credentials to competitively enter or scale up their existing skills to enter the labor market, while ensuring our residents have access to affordable low-cost or no-cost training opportunities. Through these short-term credential programs, we have improved our ability to continue supporting WIOA Title I eligible populations, while also expanding training services for those that may not meet Title I eligibility or who lack the desire to commit to an in-depth case management program. This service expansion is an existing strength in our efforts to support education growth and skill attainment necessary for the workforce.

The LCEWD department provides Workforce Innovation and Opportunity Act (WIOA) Title I services, through a variety of subject matter expert service teams. The Career Transition and Training (CTT) Team is the unit primarily responsible for the delivery of WIOA Title I Adult, Dislocated Worker, Trade Adjustment Assistance (TAA), Trade Readjustment Allowance (TRA), and many of the other federal WIOA-related and non WIOA-related discretionary services that target adults seeking case management services within the region. The inCompass Team is the unit primarily responsible for the delivery of WIOA Title I Youth services, a vital component of the youth focused CareerRise team, responsible for the youth services footprint.

Both CTT and inCompass services have modernized their service delivery model as a result of new opportunities the pandemic provided, including an expansion to host virtual meetings, create more efficient compliance related electronic paperwork and processes, and simplified

eligibility documentation and determination activities when allowable. This allowed existing participants and new participants to continue receiving services with increased efficiency and accessibility. WIOA Title I teams have the capacity to deliver these primary workforce development activities that support the employment needs of local employers within the Larimer County region and regional labor shed such as:

Intensive Job Search Assistance: This service is provided to all CTT and inCompass participants. Some participants benefit exclusively from this service, or they may use Intensive Job Search Assistance as a complement to other services outlined below. These services work diligently to recruit and enroll customers most likely to benefit from services; services that assist customers with the education, training, and the skills necessary to support their personal and professional economic growth and self-sufficiency.

As part of intensive job search assistance and skill acquisition processes, staff assist participants in understanding current workplace trends, labor market conditions for the present and projected for the future, and employer expectations, so that customers are prepared to secure and retain their employment and create further economic opportunity for themselves and their families.

The primary strength of this service is a customized Individual Employment Plan (IEP)/Individualized Service Strategy (ISS) developed in partnership with each participant. The IEP/ISS provides a map of agreed upon services, considering important life factors that include but are not limited to alternate resource access, barriers to employment, strengths and desires, workplace and individual values, and circumstances unique to the person, all of which may influence a job search and the type of employment the customer seeks to secure. Through the

IEP/ISS, staff work diligently with participants to map out career pathways through the use of assessments, counseling, and case management services.

A drawback to the Intensive Job Search Assistance service is that it is customized, leading to an intensive amount of time and labor for both the counselor and the participant. For best results, the counselor and participant meet regularly to continually adjust and refine their job search strategy in real time. Counselors have consistently employed virtual technology to maintain regular, real-time contact with participants engaged in Intensive Job Search Assistance and training services.

Individual Training Accounts (ITAs): Eligible customers may apply for ITA scholarship funds for the development of in-demand work skills or credentials that lead to their identified career pathway. Eligible customers in the WIOA Adult and Dislocated Worker programs are provided financial investments in the form of tuition assistance, books and fees, and other expenses that aid in removing the financial barrier to accessing quality and affordable training. Funding for scholarships may include braiding multiple funding sources internally, or within partner agencies to further stretch resources to minimize financial barriers. Strong training vendor partnerships exist across a variety of public and for-profit training providers, all connected to the Eligible Training Provider List (ETPL). Additionally, the WIOA Youth program offers limited ITA opportunities when funding is accessible. Despite these strong local partnerships, the capacity to provide ITA scholarship assistance continues to remain a challenge, limited by fluctuating and declining funding investments to deliver these services.

Work Based Learning: Work-based learning (WBL) services are initiatives designed to provide eligible individuals with hands-on, experiential learning opportunities that directly relate to their career goals and interests. These services bridge the gap between classroom learning and

real-world work environments allowing participants to develop practical skills, gain industry specific knowledge, and build professional networks to help them advance within their chosen career pathways. Successful services require industry relationships to act as host sites and employment linkages, providing these real-world learning opportunities. Examples of work-based learning services that the LCEWD department supports include experiences such as job shadowing and career exploration, career tours, subsidized work experience and internship matching, on-the-job training connection, and apprenticeship development. Please see a more descriptive example of these services further in the plan.

Supportive Services: Supportive Services are aimed at assisting eligible individuals in overcoming barriers to employment, accessing essential resources to help remove financial challenges to connect to workforce development activities. These services can become critical factors in removing barriers for the person to advance their training and employment goals. Services are customized to meet the specific needs of each unique job seeker and vary. Common supportive services include support related to transportation, childcare, utilities, and internet access among other areas. Please see more descriptive examples of supportive service use further in the plan.

High School Equivalency (HSE) and Adult Basic Education Services: High School Equivalency services are a cornerstone to the WIOA Title I Youth service delivery model, focusing on serving out-of-school youth. Partnerships with our local Adult Education and Family Literacy Act (AEFLA) Title II service provider, The Learning Source, provide a referral relationship for youth and adults to engage in a classroom learning environment to improve their basic education skills to prepare them for HSE testing. Furthermore, The Learning Source is a key referral partner in participants' pursuit of English acquisition skills as they seek to enter the labor market as an English as a second language participant. For those who desire an alternate service from the classroom environment, LCWED deploys an individual tutoring service, providing wrap-around

support from adult tutors who help the person create a customized learning plan to improve their basic education skills in preparation for HSE testing. These academic supports have proven to lead young adults to their high school diploma, as they pursue their education goals as part of a broader career pathway vision.

The Larimer County Economic and Workforce Development (LCEWD) department is excited to explore emerging opportunities as they relate to addressing the identified education and skill needs of the workforce and the employment needs of employers in the local area. These opportunities have the potential to further advance access, quality, affordability, and equity. First, Learning Employment Records (LER) hold significant potential to enhance the effectiveness and efficiency of the talent development system by providing a comprehensive and dynamic repository of individuals' learning and employment experiences, housed in a single digital wallet. The Larimer County Economic and Workforce Development department has been part of learning labs hosted through the National Association of Workforce Development Boards (NAWB), convening leaders across the country in an effort to advance this technology potential. Opportunities that a Learning Employment Record could offer to our community, that we intend to continue discussing include:

- a. **Comprehensive Skills Assessment:** A LER can serve as a comprehensive skills assessment tool, capturing not only formal education and training achievements but also informal learning experiences, certifications, and on-the-job skills development. This holistic view of individuals' skills and competencies can help workforce professionals better understand their abilities and match them with suitable employment opportunities.
- b. **Tailored Career Pathways:** By aggregating data on individuals' educational achievements, work experiences, and career goals, a LER can facilitate the development of tailored career pathways and training plans. Workforce

professionals can use this information to provide personalized guidance and support to individuals seeking to advance their careers or transition into new industries or occupations.

- c. **Improved Job Matching:** With access to comprehensive information about individuals' skills, qualifications, and preferences, the public workforce system can improve job matching and placement services. Workforce professionals can leverage LER data to identify suitable job opportunities, apprenticeships, or training programs that align with individuals' interests and abilities, leading to better employment outcomes.
- d. **Enhanced Training and Education Planning:** A LER can support better decision-making around training and education investments by providing insights into the effectiveness of different programs and interventions. Workforce agencies can analyze LER data to identify trends, gaps, and areas of opportunity in the education and training landscape, informing strategic investments in workforce development initiatives.
- e. **Credential Transparency and Recognition:** The use of a standardized LER format can promote credential transparency and recognition, allowing individuals to easily showcase their skills and qualifications to employers, educators, and other stakeholders. This can reduce barriers to employment and education by providing a clear and verifiable record of individuals' learning and employment achievements.
- f. **Data-Driven Policy and Program Development:** Aggregated LER data can inform data-driven policy and program development efforts within the public workforce system. By analyzing trends and patterns in LER data, policymakers and program administrators can identify areas of need, evaluate program effectiveness, and make evidence-based decisions to improve workforce development outcomes.

- g. ***Lifetime Learning and Skills Development:*** A LER can encourage and support lifelong learning and skills development by capturing individuals' learning experiences and achievements over time. As individuals acquire new skills and credentials throughout their careers, their LERs can be continuously updated and expanded to reflect their evolving capabilities and aspirations.

Overall, a Learning Employment Record has the potential to transform how the public workforce system supports individuals in navigating their career pathways, accessing education, and training opportunities, and securing meaningful employment. By leveraging LER data effectively, in partnership with industry leaders who are able to make hiring decisions, talent development systems could improve service delivery, enhance job matching, and promote economic mobility for individuals and communities alike.

Another emerging opportunity involves Colorado Department of Labor and Employment's (CDLE) active work to pursue a technological advancement that would transform the public workforce systems existing labor exchange and staff reporting system. Modernizing Connecting Colorado technology offers significant benefits to both businesses and job seekers, facilitating more efficient and effective labor market matching and improving overall workforce outcomes. Through improved elements that would increase the system's access to artificial intelligence (AI), unlocking the opportunities would hold significant potential to advance the public workforce system by enabling more efficient, effective, and personalized service delivery for job seekers, employers, and workforce development professionals. Some key advantages for businesses could be access to a larger talent pool of candidates, improved recruitment efficiency for their organization, customized talent matching, and access to labor market insights in a more efficient and effective manner. Some key benefits for job seekers could be expanded job opportunities and matching, enhanced visibility to employers, access to training and supportive services, and real-time job alerts with notifications. Advancing the labor exchange technology in the public workforce system is closer to reality in the coming year.

Additionally, the Colorado Job Quality Framework, endorsed by the Colorado Workforce Development Council (CWDC) , collaborates with various partners in the TalentFOUND network to develop and promote the framework, aiming to improve job quality across the state. The framework highlights key aspects such as wages, benefits, scheduling, growth opportunities, working conditions, and inclusivity. Detailed information can be found by visiting the official CWDC page on the Colorado Job Quality Framework here ([Colorado Workforce Development Council](#)).

To promote the Colorado Job Quality Framework effectively within Larimer County, the Larimer County Economic and Workforce Development (LCEWD) will continue to adopt several strategies including, but not limited to:

1. Community Outreach and Education

LCEWD will consider organizing informational sessions, workshops, and webinars to educate local employers, employees, and community leaders about the Colorado Job Quality Framework. These sessions would focus on the benefits of adopting job quality principles such as fair compensation, workplace safety, job security, and opportunities for advancement. In the summer of 2024, LCEWD leaders will partner with Denver Economic Development and Opportunity and the Colorado Urban Workforce Alliance (CUWA) leaders to support a technical assistance set of webinars within the TalentFOUND network on the topic of quality jobs and how this framework can help to drive industry lead training in Colorado.

2. Employer Engagement

LCEWD proactively engages with local businesses to encourage the adoption of the job quality standards. LCEWD offers consulting services to help employers assess their current practices and identify areas for improvement. Additionally, the LCEWD will consider convening the local Workforce Development Board (WDB) in a thoughtful and action-oriented conversation to further advance the principles of the framework.

3. Workforce Training Programs

LCEWD works to guide job seekers in career making decisions, promoting training programs that align with the framework’s principles. This includes creating opportunities for skill development, certification programs, and career advancement pathways. Collaborating with educational institutions to integrate these training programs can enhance the workforce’s skills and readiness.

4. Partnerships and Collaboration

LCEWD delivers programming and services through the lens of the power of partnerships. The department collaborates with local chambers of commerce, business associations, economic development entities, and others to help broaden the reach of the job quality framework. By leveraging these partnerships, LCEWD can amplify their message and support a wider range of employers in improving job quality.

By focusing on these strategies, Larimer County Economic and Workforce Development can effectively promote the Colorado Job Quality Framework, leading to improved job conditions, enhanced economic stability, and a stronger, more equitable community.

2. Describe the local board’s strategic vision and goals for preparing an educated and skilled workforce (including youth, individuals with barriers to employment, and New Americans), including goals relating to the performance accountability measures based on primary indicators of performance described in WIOA section 116(b)(2)(A) in order to support economic growth and economic self-sufficiency.

Over the past few months, all local areas across the state of Colorado have engaged in strategic planning to ensure alignment with state, regional and local needs. As a workforce system, each local workforce development board continues to ensure that populations that have traditionally found barriers to education and employment are at the forefront of our efforts to ensure seamless service delivery. Over the last four years, we have worked to incorporate newly identified strategic populations into models and will continue to do so as we move into the implementation of the 2024-2027 plans.

The socio-economic realities in Larimer County continue to undergo shifts in an ever-changing environment. The local Workforce Development Board (WDB) is working to understand the imminent changes and develop strategies to address them with key community partners. The overall vision and mission of the WDB are:

- **Vision:** Cultivate a well-trained, productive, and competitive workforce in our region.
- **Mission:** Connect community, government, business and education to shape a robust, talented and sustainable workforce.

The local WDB prioritized three functions to support the mission and vision. Those priorities are:

- **Act as a convener:** Convening, brokering, and leveraging with local workforce development system stakeholders to address local workforce issues and to

identify expertise and resources to leverage support for workforce development activities.

- **Local and Regional Planning:** In partnership with the chief elected official for Larimer County, the WDB will develop a comprehensive 4-year local plan and collaborate with other WDBs, Workforce Centers, and partners within the region to identify partner opportunities to strengthen the workforce system.
- Lead efforts to engage with a diverse range of employers and entities: The WDB will lead efforts in Larimer County to engage with a diverse range of employers and partners to identify, promote, and disseminate strategies and initiatives to meet the needs of employers and workers.

In addition to the priorities highlighted above, the WDB is also setting strategic goals to:

- Act and coordinate meaningful follow-up to the regular board meetings.
- Build awareness of the WDB and conduct greater outreach and marketing for the WDB and the LCEWD with the goal of creating more community engagement.
- Support the regional Memorandum of Understanding related to regional partnership with Weld County.
- Support the regional NoCo Works talent development initiative.

LCEWD will meet or exceed the goals related to the WIOA performance accountability measures for WIOA-funded programs, as outlined in the local plan and/or as negotiated with, or guided by, the Colorado Department of Labor and Employment (CDLE), based on primary indicators of performance to support economic growth and economic self-sufficiency:

- Employment Rate – Second Quarter After Exit
- Employment Rate – Fourth Quarter After Exit
- Median Earnings – Second Quarter After Exit

- Credential Attainment
- Measurable Skill Gains
- Effectiveness in Serving Employers- Recently adopted by United States Department of Labor (USDOL)

Employment-related data is an absolute strength of the public workforce system, connecting participant outcomes to Unemployment Insurance (UI) employer wage records. Additionally, the use of supplemental methods for performance reporting purposes will be utilized when Colorado UI records are not confirmed. These are initiated in examples such as out-of-state employment, independent contractor work etc. LCEWD will adhere to guidance provided by CDLE on the obtainment, reporting, and documenting of all performance accountability measures.

New Americans: Per the Colorado Department of Labor and Employment’s Office of New Americans website portal, New American communities have long played a vital cultural and economic role in Colorado, contributing to shared prosperity and wellbeing through their hard work, dedication, and love for our state. The community is growing and diversifying; today, one in ten Coloradans is an immigrant. In addition, over 600,000 Colorado residents (11% of the total) are native-born Americans with at least one immigrant parent. Almost a full quarter of individuals living in Colorado are, or live with, an immigrant, which makes Colorado a state prosperous thanks to immigrants’ experiences and skills. LCEWD embraces efforts to ensure meaningful inclusion of New Americans into the social and economic fabric of our community. To this end, the LCEWD deploys community navigators to specifically engage in this work outside of our four walled One Stop Center. These positions are funded through varying sources including a grant through the US Economic Development Administration (EDA) in addition to other resource investments. The community navigator conducts outreach to dozens of

organizations that serve New Americans or underserved populations in our community. LCEWD staff assist Spanish-speaking and other non-English speaking job seekers. LCEWD has also contracted with two different language lines, CyncCom (formerly Voiance) and Language Link. Staff has been trained on how to access each and to under the benefits that each offers.

To effectively monitor services for New Americans, the Larimer County Economic and Workforce Development department will create a quarterly data snapshot provided to the Leadership team by our internal data analyst, incorporating a variety of metrics that capture the multifaceted needs and experiences of this population. These metrics will primarily be sourced through the Connecting Colorado data collection system and will help to complement the other requirements we are expected to maintain awareness of through our Language Assistance Plan. Key metrics that will be quarterly compared and considered include: registration engagement into Connecting Colorado, source of referral to Connecting Colorado, demographic characteristics of these registrations, self-focused vs. staff-assisted services, type of services accessed, and for New Americans connecting to co-enrollment opportunities within the Workforce Innovation and Opportunity Act (WIOA) Title I programs, the full scope of entered employment, median earnings, training completion, and skills gains.

A critical key to the success of the quarterly data snapshot will be staff training and adherence to completing a full review of the participant's Connecting Colorado registration. The New American field located in Connecting Colorado is not currently mandatory and can be easily overlooked by those completing a registration, especially for those New Americans that only participate in WIOA Title III services. Ongoing staff training within the Title III team to consider this a 'required' field will be key to capturing this data, and within the Title I team, continued adherence to completing it, will ensure that we obtain the most accurate data regarding our service delivery within this population.

Additionally, the LCEWD department engages with alternate funding streams outside of the CDLE that support services related to New Americans. One example includes an Economic Development Administration (EDA) recovery grant where one full-time employee is focused on providing navigation services within community partner locations to further create access and connection. This funding stream provides its own EDA related metrics and will continue to be reviewed and incorporated into EDA reporting expectations.

LCEWD expects year-over-year new registration engagement to continue, helping to determine if our outreach strategies are working. If we see decline in engagement, we recognize other environmental factors could be impacting participation, but reviewing and seeking ways to then understand will prompt further examination. Additionally, LCEWD engages with WIOA mandated partners, and the One Stop Operator hosts meetings to ensure the ecosystem is working in alignment. We intend to utilize these partnerships to cultivate further service collaboration for New Americans and will seek understanding within these meetings.

The Larimer County Economic and Workforce Development department will remain committed to monitoring and enhancing the effectiveness of their services for New Americans, ensuring that this population is supported in activities to further their achievement towards economic self-sufficiency and successful integration into the community.

Individuals with Barriers to Employment: LCEWD embraces efforts to ensure universal access for all job seekers, including those with barriers to employment. In addition to partnerships with WIOA-mandated programs, LCEWD engages with local community based organizations as a way to promote employment services that are offered in the community. Some of these partners include the United Way, local justice involved transition programs, organizations serving persons experiencing housing insecurity or near homelessness, and community partners serving

populations experiencing low-income situations. An additional example of partnership includes an active agreement with the Larimer County Department of Human Services (LCDHS), providing workforce system navigation services and access to work-based learning programming for Colorado Works participants. LCEWD continues to invest staffing expertise in the development of our ADA and EO responsibilities by convening an internal group that meets quarterly to review access of continuous improvement, with action plans that prompt improvement.

WIOA Title I programs (i.e., Youth, Adult, and Dislocated Worker) continue to cultivate referral partnerships with a wide variety of internal and external partners that serve customers with barriers to employment. The Youth program has historically served youth who are unattached to secondary or post-secondary education, demonstrating LCEWD’s commitment to the most disconnected youth in Larimer County. For those not disconnected from school, the youth team continues to offer in-school participants nearing high school graduation with a transition service grounded in career counseling, work-based learning, wrap-around supportive services, and employment counseling upon the completion of the summer field learning. These in-school youth services focus on young adults with barriers to employment who would benefit from a staff supported post-high school transition plan. The Adult program continues to focus services on WIOA mandated populations, including veterans who are disabled or qualify as low-income. When funding permits, the Adult program widens the enrollment opportunity for Larimer County residents who qualify as low-income and/or have other barriers to employment defined by WIOA federal law.

LCEWD continues to strengthen our partnership with our local Adult Education and Family Literacy (AEFLA), WIOA Title II provider, that regularly serves youth and others with barriers to employment. The variety of literacy services including English as a Second Language (ESL)

classes offered helps to address the language barriers some populations have when trying to enter the labor market.

3. Describe the strategies and services that will be utilized to facilitate engagement of employers, including small employers and employers in in-demand industry sectors and occupations, in workforce development programs. Specifically:
 - a. What outreach activities are planned to increase business engagement in your local area?
 - b. How will the Business Services Team be utilized for this purpose?
 - c. How will the members (particularly business members) of the LWDB and Youth Council/committee support these efforts?
 - d. How will sector partnerships be utilized for this purpose?
 - e. What are your objectives and goals for these activities?

The Colorado Workforce Development System has strong Business Services Teams rooted in the ten local Workforce Development Areas and the eleven core business services designed to engage and provide a framework for services. Additionally, each local area utilizes Labor Market information designed to ensure that services, engagement, and other activities with business, industry, and sectors to ensure success. This work is not able to be completed in a vacuum, and requires the collaboration with our partners, members of the Local Workforce Development Boards/Youth Committees, Sector Partners and other thought leaders.

The Larimer County Economic and Workforce Development (LCEWD) department’s business engagement and outreach initiatives are strategically centered on sectors with high demand and small-scale employers. These initiatives leverage partnerships with organizations that serve the business community across Northern Colorado. This collaborative approach enhances our comprehension of the business landscape and better directs the scope of our services. To

enhance business engagement within Larimer County, the following outreach activities are systematically executed:

- **Weekly Business Newsletter:** Distribution of a curated newsletter to an extensive network of approximately 2,400 employers and business partners, providing valuable insights and updates.
- **Online Presence:** Maintenance of a dedicated business section on the larimer.gov/ewd website, complemented by active engagement on various social media platforms.
- **Data-Driven Engagement:** Utilization of ‘Connecting Colorado Job and Employer Query’ reports to pinpoint businesses actively seeking talent. Subsequent dissemination of weekly communications detailing the array of recruitment services available, encompassing 11 core services.
- **Tailored Support:** Commitment to delivering personalized support to each business that seeks assistance, emphasizing quality interactions over quantity.

The Business Services Team (BST) is configured to provide excellent services to the business community. The BST markets the state-defined 11-core services to ensure local businesses, as well as regional and national businesses, have access to the same menu of services. Specifically, the BST engages with employers and business partners via a weekly newsletter that presents a united message from Larimer County and regional economic and workforce development partners to approximately 2,400 businesses. This collaborative effort includes updates and resources from partners within the cities/towns of Loveland, Fort Collins, Estes Park, Berthoud, Windsor, Greeley, members of our Small Business Development Centers, Chambers of Commerce in both Fort Collins and Loveland, and staff from Larimer County Economic and Workforce Development.

The BST generates daily reports of businesses posting open positions to Connecting Colorado and shares these reports with the job-seeking public. Businesses receive a regular email that explains the recruitment tools available through the LCEWD department. These talent recruitment services include invitations to participate in virtual hiring events, multi-business virtual job fairs, job posting assistance/creation within Connecting Colorado (including the ability to review current job posts for clarity and effectiveness), employer workshops, and access to occupational labor market data.

Additional services designed to increase business engagement include:

- **NoCo Works:** To support the development of a regional talent program LCEWD created the NoCo Works Coordinator position to lead NoCo Works. NoCo Works is a collaborative initiative focused on building an effective and efficient regional talent and workforce ecosystem across Northern Colorado. This work is done by aligning the efforts of workforce, business, economic development, education (K-University), nonprofits and many other key organizations to lead efforts in six themes; economic inclusion, external barriers, business resources, training and development, talent pipelines, and work-based learning. The NoCo Works Program Coordinator is a three year grant funded position through the federal Economic Development Administration (EDA).
- **Statewide Job Fairs:** Colorado Department of Labor and Employment and all local Colorado Workforce Center regions consistently collaborate to present virtual job fairs to all Colorado residents. These events combine efforts throughout the state to reach as many businesses and people as possible. These collaborative events allow businesses to access talent and talent to access businesses from across Colorado.
- **Hire Me. Connect my Partner:** In partnership with the Fort Collins Chamber of Commerce and NoCo Works, “Hire Me. Connect My Partner” actively supports employers in finding, attracting, and retaining talent, specifically, by assisting a

candidate's spouse/partner in connecting to job opportunities. LCEWD includes information on this unique and valuable program within the weekly outreach emails to local employers regarding this service and provides individualized and customized employment services to the spouse/partner of an employer's potential job candidate or recently hired employee.

- **Enterprise Zone:** Every municipality within Larimer County has an Enterprise Zone designated area. Although state tax credits are only available to businesses within the zone, LCEWD commits to educating new and existing businesses within the zone on how to access the benefits and provides technical support to businesses.
- **Rapid Response/Layoff Aversion:** LCEWD adapts Rapid Response services to meet the access needs of businesses and affected employees. Commonly, a 1-hour workshop, "Managing a Layoff", is offered to affected employees. The workshop explains how to navigate the Unemployment Insurance system, information on healthcare options available after being laid off, and a forum for questions. This session also introduces affected employees to additional available job-seeker resources at LCEWD, including access to one-on-one appointments with a Career Consultant.
- **Workforce Symposium:** Each September, LCEWD partners with Employment Services of Weld County to host the annual Workforce Symposium. The Workforce Development Boards (WDB) of each County also support this event. Northern Colorado business professionals interested in learning about state and local workforce issues, hearing best practices from businesses that have effective solutions to workforce challenges, and receiving training on how they can institute solutions to workforce challenges in their own businesses are invited to attend. WDB members help plan the event and facilitate conversations about a variety of workforce management strategies throughout the day. The Workforce Symposium also provides an opportunity to highlight the work of the NoCo sector partnerships.

- **Work-Based Learning Alliance:** Starting in 2023, the Work-Based Learning Alliance (WBLA) was incorporated into NoCo Works, where it continues to convene a wide variety of public partners to support the development and implementation of a local work-based learning infrastructure. The WBLA has representation from the following partners: Thompson, Estes, and Poudre School Districts, Front Range Community College, Aims Community College, Colorado State University, School to Work Alliance Program (SWAP), Division of Vocational Rehabilitation (DVR), CareerWise Colorado, Project Self-Sufficiency, each NoCo sector partnership, Employment Services of Weld County and Larimer County Economic and Workforce Development. Newly joined is Colorado Early College, Poudre River Public Library District, Loveland Public Library, and Fort Collins Chamber of Commerce. Work-based learning opportunities provide a solution to address issues related to current and projected struggles in the talent pipeline. Outcomes of the WBLA include adoption of a common work-based learning framework, agreement on activity definitions for both the talent and business viewpoints, inventory of work-based learning activities occurring within each respective system, a strengths self-review, best practice sharing, and a single point of contact for businesses within each unique system. The WBLA has launched the [NoCo Inspire website](#) portal in partnership with Weld County GEARS2, the Weld WBL Alliance collaboration. The portal provides one access point for businesses to learn about work-based learning, identify which public partners in the region support work-based learning services, and navigation to specific representatives within each respective partner system to immediately assist the employer partner. Businesses can also request a workforce development consultation with a Larimer or Weld Work-Based Learning Navigator for an individualized approach to talent outreach through WBL activities. The WBLA also hosts numerous events that support diversity, equity and inclusion throughout the region as well as talent development solutions for businesses.

LCEWD employer engagement and outreach activities focus on in-demand industries and our regional sector partnerships provide an opportunity to focus outreach on these specific industries. LCEWD staff are represented on the convener teams of the NoCo Manufacturing, Health, Construction, Nonprofit, and Hospitality Sector Partnerships as well as play a key role in advancing the workforce initiatives of each partnership. This deep engagement provides an in-depth understanding of business needs and challenges in each industry and the connections to effectively deploy interventions throughout the industries. Also, existing collaborations with the Larimer County Small Business Development Center, the local Chambers of Commerce, higher education, K-12 and a variety of business associations, greatly amplify LCEWD’s ability to understand the needs of businesses in these industries and take effective action to address those needs. For example, through LCEWD’s role in the Healthcare Sector Partnerships it was discovered the establishment of a Nurse Shortage Program Manager was a necessity for the region’s healthcare talent needs. LCEWD pursued an EDA grant to support the creation and hiring of this position.

LCEWD has three overall business outreach and engagement goals. First, understand the needs of businesses through deliberate and strategic activities such as participation and support of local sector partnerships, discussions facilitated through the Workforce Development Board, and collaborative efforts among employer, community, and regional partnerships. Second, LCEWD will work diligently with economic and workforce development partners to develop action plans and services to meet the needs of local and regional employers. Finally, LCEWD will leverage relationships with businesses and regional partnerships to address community-wide challenges.

4. Discuss the implementation of initiatives designed to meet the needs of employers in the local area that support the local board’s strategy, including:

- a. Work-Based Learning Programs: Explain how you will utilize and promote, incumbent worker training programs, on-the-job training programs, customized training programs, internships, or other activities for PY24 and PY25, and identify targets for work-based learning activities for your youth, adults/dislocated workers, transitional jobs, and incumbent workers.
- b. Apprenticeships: USDOL and CDLE are emphasizing the importance of apprenticeships. Please provide a detailed response which includes the steps you will take to increase apprenticeship opportunities for your customers during the next program year.
- c. Sector Partnerships Participation: Explain how you will utilize the relationships built by your Business Services Team to enhance or expand participation in Sector Partnerships and also expand business services efforts. Indicate PY24 and PY25 specific planned objectives and measurable outcomes.
- d. Sector Partnerships - Status and Objectives: In your local area or with partner local areas, what sector partnerships are you engaged in or do you plan to engage in during PY24 and PY25? Indicate the current status of your partnerships, (active, emerging, or exploring), plus PY24 and PY25 planned objectives and measurable outcomes. Note: For Sector Partnership Information, please visit: <https://www.colorado.gov/cwdc/sector-partnerships>
- e. Career Pathways: Explain how you will utilize information gathered through your Business Services Team to provide a baseline for consideration of new or enhanced Sector Partnerships, and how this information will be used to inform changes to or development of Career Pathways in your Local Area. Indicate specific PY24 and PY25 planned objectives and measurable outcomes.
- f. Skills Based Hiring: Explain what services are offered to employers to implement skills-based hiring practices, which could include assistance with job postings,

interview procedures, onboarding mechanisms, or referrals to outside training resources on this topic.

Local Area Workforce Development Boards utilize tactics to ensure that services that benefit both business and career seeking customers are mutually beneficial and lead toward success. Models from across Colorado include provision of engagement in Work Based Learning, Apprenticeships, Skills Based Hiring, Leading and Participation in Sector Partnerships and Career Pathway Development. These relationships in many cases are not limited to only Local Board areas, but also regional areas to address labor sheds that naturally occur due to a number of factors within a geographical region.

Initiatives designed to meet the needs of employers in Larimer County include:

Work-Based Learning

LCEWD implements work-based learning programs, most notably subsidized internships, and registered apprenticeships. Work-based learning includes various skill development opportunities that are designed to engage both interns and employers in hands-on, real-world learning and skill development opportunities.

Through the lens of a common mission, LCEWD committed staffing resources to organize an internal, cross-functional team of staff titled the Work-Based Learning Team (WBLT). While the WBLT falls under the larger umbrella of Workforce Development, this team serves as the primary source of work-based learning expertise, particularly as it relates to employer development and internship coordination, for all staff within the LCEWD infrastructure. WBLT's mission is to implement a variety of work-based learning services including internships, apprenticeships, and on-the-job training (OJT) for customers from all LCEWD programs.

Combining this expertise across local/state/federal funds allows this integrated team to work with industry partners in a concerted effort, resulting in less duplicated business contact combined with staff trained to address workforce needs, regardless of the funding stream or targeted populations.

LCEWD continues to support a broad base of work-based learning services within the model noted above, focusing most notably on internships and work experiences, as funding and staffing permits. LCEWD delivers these services across youth, adults, dislocated workers, and other talent populations based on eligibility and funding. Centralizing internship coordination into one team concentrates their expertise and maximizes employer development by reducing redundancies and/or duplications of business outreach, resulting in higher levels of creative internship site development and richer employer relationships.

As funding permits, LCEWD will continue to prioritize Work-Based Learning primarily through the continuation of paid internships, delivered by way of the model described in the previous paragraphs. While WIOA Adults, Dislocated Workers, and Youth will continue to be the prioritized groups in receiving Work-Based learning services, other populations may also be served by the WBLT when additional funding sources are available. For example, LCEWD has upheld an inter-agency agreement with the Larimer County Department of Human Services (LCDHS) that supports the provision of internship placement services specifically for local Colorado Works participants. Since the origination of the agreement in June 2021, both LCEWD and LCDHS have seen fluctuations in funding that have challenged the departments to think creatively and strategically about co-enrolling individuals to braid WIOA Title I funds, National Emergency Grant (NEG) funds, and local dollars, ensuring the uninterrupted continuation of this important work that supports some of Larimer County’s most at-risk and in need individuals and families.

Apprenticeships:

The approach to increase apprenticeship opportunities in Larimer County remains focused on expanding expertise and knowledge around apprenticeships. In 2023, LCEWD continues a partnership with the Colorado Department of Labor and Employment (CDLE), and our regional workforce partner Arapahoe/Douglas Works! (ADWorks). The LCEWD department currently embeds a Statewide Apprenticeship Consultant, who serves as an industry lead and technical expert for outreach and technical assistance in the development and expansion of Registered Apprenticeship Programs (RAP) throughout the state. The consultant adds to the business services relationship established by LCEWD and brings the bandwidth and depth of resources to research, find “proof of concept” examples, and work with employers and organizations to effectively complete the USDOL registration process.

The Innovation, Diversity, and Equity in Apprenticeship (IDEA) grant builds strong collaborations between local regions and the state, with a focus on expanding apprenticeship opportunities by marketing directly to business and educating and assisting them with the creation of new and/or expanding Registered Apprenticeship Programs. IDEA has allowed CDLE to operate an Apprenticeship HUB, including the five (5) Apprenticeship Consultant positions. Each Consultant specializes in a local Colorado region. LCEWD continues to leverage an Apprenticeship Navigator position to effectively outreach to job-seekers and inform/educate them on local opportunities. This position is funded by the IDEA grant. Together, these positions collaborate to ensure a clear and consistent message is delivered to both business and job seekers with the goal of expanding apprenticeship opportunities throughout the state until December 2024.

LCEWD’s Apprenticeship Navigator and selected staff participate in statewide, monthly meetings to remain informed on trends, best practices, and updates to the IDEA grant. This grant provides resources to local areas to support the growth and expansion of apprenticeship throughout

Colorado. IDEA allows local regions to treat apprenticeship as a separate, non-WIOA program. This increases participant eligibility and greatly impacts our ability to serve both business and job seekers.

To ensure that businesses receive the answers and help they need regarding apprenticeships, LCEWD’s Apprenticeship Navigator and the statewide Apprenticeship Consultants work to determine the overall workforce landscape and share potential resources/workforce solutions that best meet the needs of business. Once an apprenticeship has been identified, staff actively work with business partners to guide the employer toward registration with the federal registered apprenticeship partner. The Office of the Future of Work’s State Apprenticeship Agency (SAA) in Colorado is an important partner that is responsible for the oversight and registration of Registered Apprenticeship programs in Colorado. Our LCEWD team and work-based learning navigators work in partnership with the SAA office which is designed to serve as a primary point of contact with the United States Department of Labor’s Office of Apprenticeship, accelerating new program growth and overseeing the growing network of registered programs.

LCEWD’s Apprenticeship Navigator and the entire Business Services team take time to explain apprenticeships and existing program opportunities to interested job seekers, and to staff dedicated to serving job seekers, clarifying different kinds of programs, training requirements and expectations, and connecting them to programs and training resources when appropriate.

One local example is the Work-Based Learning Incentive Program (WBLIP), a state-funded and locally administered program by the Fort Collins Area Chamber of Commerce partner, offering financial reimbursements of up to \$10,000 to businesses to create or expand high-quality

work-based learning programs. When staff recognize an opportunity to create a connection, they provide the business with information to pursue this opportunity.

Currently, apprenticeships in the trades offer the most opportunities for job seekers, with strong hiring needs expected over the coming years. To expand apprenticeship opportunities, both in number and in reach, new programs need to be developed. To meet the high demand for labor in the healthcare field, LCEWD works with partners and the State to increase health care apprenticeships in Larimer County, including partnering with higher education partners around occupations such as Medical Assisting, Sterile Processing Technician, Ophthalmic Technician, and Pharmacy Technician.

Additionally, LCEWD continues to pursue development of programs in industries such as Education, IT, Manufacturing, Business, Automotive Services, and Transportation and to work with both secondary education, higher education, and community partners to help increase access and equity into these programs for job seekers.

Sector Partnerships Participation:

Moving into the eleventh year of operation, the Manufacturing and Health sector partnerships continue to serve as models for engaging private sector and public partners in beneficial business service efforts. With significant wins accomplished, sector partnerships are attracting more businesses and helping the LCEWD grow deeper relationships with long-standing members. Moreover, LCEWD continues to facilitate more crossovers between sector partnerships and the local WDB, creating synergy between the two and facilitating stronger relationships between the private sector and workforce system.

Over the last few years, LCEWD also helped to convene the Construction, nonprofit and Hospitality Sector Partnerships for Region 2. Currently, these partnerships are focused on many of the same career pathways activities as the Health and Manufacturing partnerships. LCEWD staff are heavily involved in our sector partnerships, filling seats on convener teams, supporting committees, and administering sector-led programs. For example, LCEWD’s CareerRise Team coordinates the Summer Internship Program and Career Tours for the partnerships, exposing young adults to careers and opportunities in the field within the industries (see below). This effort also opens the door for LCEWD to offer additional services to businesses within the partnerships.

Sector Partnerships:

Status and Objectives: LCEWD is actively engaged in five regional sector partnerships: (1) Manufacturing, (2) Health and (3) Construction (4) Hospitality (5) Nonprofit. In conjunction with these Partnerships, LCEWD coordinates with other public partners to enact business focused programs, including efforts to increase the number of work-based learning opportunities available to students/job seekers and industry partners.

Manufacturing Sector Partnership: LCEWD is actively engaged with the NoCo Manufacturing Partnership. One of the primary activities of the manufacturing sector partnership is Workforce.

The Workforce Committee connects future workforce (particularly students and young adults) to manufacturing careers, via Career Tours of local manufacturers, and by working with educators to provide manufacturing presentations, internships, and scholarship opportunities.

Activities:

- NoCo Manufacturing works in conjunction to offer Career Tours of regional businesses to high school and middle school students.
- The partnership also works with regional schools to organize the Parent’s Manufacturing, Design & Engineering Night, which exposes students and parents to career opportunities in the industry.
- In conjunction with LCEWD, the NoCo Manufacturing Sector Partnership funded 22 interns through the Summer Internship Program in 2023 and is actively supporting future programs.

Additionally, the NoCo Manufacturing Sector Partnership continued its work to uncover actionable information on key skills gaps in manufacturing. The partnership uses labor market data and qualitative input from NoCo manufacturing employers and employees to understand the knowledge, skills, and abilities needed for employees to be successful in a set of six critical occupations: Machinists, Welders, Assemblers, Technical Sales Representatives, Engineers, and Production Managers. In addition to providing detailed profiles of each of these critical occupations, this process highlights foundational talent needs for the broader manufacturing workforce.

Northern Colorado Health Sector Partnership: LCEWD is actively engaged with the Northern Colorado Health Care Sector Partnership by serving on the regional convener team, participating on committees, and contributing to ad hoc work groups for specific projects. On the convener team, LCEWD plays an important role in aligning resources around industry priorities and to serve as a voice for workforce and economic development within the organization.

LCEWD is most involved in the Workforce Committee, whose overarching goal is to "bring health sector employers together with educators and workers to meet growing workforce needs."

LCEWD does this by introducing students and young people to local health care businesses through Career Tours and work-based learning experiences. While many young people are aware of the careers related to patient-facing occupations (e.g., doctor or nurse), far fewer are aware of the diversity of jobs available within health care (e.g., facilities management, nutrition, information technology).

In addition to promoting the health sector as a viable career option, the Health Sector Partnership also works on overcoming the systemic challenges that have contributed to the regional nursing shortage.

Activities:

- Working with Front Range Community College and Aims Community College to support scholarships in Medical Assistant programs. The scholarships cover the fees for the certification exam required to work as a medical assistant in Colorado. This removes one of the barriers for young people to move from the classroom to a clinical environment.
- Continuing to champion the Medical Assistant program at Front Range Community College.
- Sponsoring Health Care Career Panels for high school teachers and counselors. Panels included participants from many of the largest health care providers in Northern Colorado.
- Funding a Nurse Shortage Program Manager at LCEWD, who will help navigate workforce pipeline needs for the healthcare industry by engaging in conversations with regional, state, and federal leaders as it relates to healthcare workforce needs.

- Organizing the Nurses Conference to show appreciation for the hardworking nurses in NoCo.
- Hosting the annual Healthcare in Your Future Summit to offer interindustry networking opportunities and education of workforce trends.

Construction/Trades Partnership: LCEWD is actively engaged with the emerging Northern Colorado Construction/Trades Partnership. On the convener team, LCEWD plays an important role of aligning resources around industry priorities and serving as a voice for workforce and economic development.

This partnership is currently focused on industry education through their quarterly All Partnership meetings as well as expanding awareness of occupations in construction.

Activities:

- The NoCo Construction Sector Partnership continues to focus on creating meaningful work-based learning opportunities for students. Their efforts to train a corps of industry leaders to provide in-classroom learning experiences has grown with regional schools.
- Additionally, the partnership's annual Construction Con has been such a huge success that the student attendance has increased to over 750. During this event students are immersed in hands-on experiences showcasing a wide variety of career opportunities in the construction industry. They are also given the opportunity to apply for jobs and internships opportunities with participating businesses during this event.
- The partnership recently received a grant from the Colorado Workforce Development Council to offer expanded basic construction certification to

regional students. Next steps for this partnership include launching the basic construction certification program, growing the scope of their school engagement, and growing financial support for the 2024 Construction Con.

Hospitality Sector Partnership: LCEWD is actively engaged with the Hospitality Partnership. On the convener team, LCEWD plays an important role of aligning resources around industry priorities and serving as a voice for workforce and economic development.

The NoCo Hospitality Sector Partnership includes industry leaders from hotels, food and beverage, and retail. The partnership has formed three working committees focused on customer experience, staffing and government regulations. The partnership has a stable Leadership Team with governance bylaws, officers, and established financial processes.

Activities:

- The Staffing committee has developed four career pathway outlines with different archetypes to show a variety of ways to make hospitality a viable career choice and is currently looking for ways to promote the opportunities they represent. They plan to use these pathways for recruitment and retention of staff.
- Additionally, the Staffing committee recently received a grant from the Colorado Workforce Development Council which they will use to provide professional development opportunities for industry workers.
- The Regulations committee is working to help industry understand certain government practices and requirements, as well as including the business voice on rules pertaining to dogs on patios, the impact of new health dept

regulations, local building/zoning processes and plastic/Styrofoam restrictions.

- As a part of the Regulations committee, there has been considerable work with local governments and construction contractors to develop a community development roadmap for local municipalities.

NonProfit Sector Partnership: LCEWD is actively engaged with the Nonprofit Partnership. On the convener team, LCEWD plays an important role of aligning resources around industry priorities and serving as a voice for workforce and economic development.

The NoCo Nonprofit Sector Partnership is focusing effort on solidifying the role of their board and building the leadership that will operate the board. The partnership has formed 5 committees which are organized under two themes: Running Your Business and Program Excellence. Running Your Business is broken down into Workforce and Improving your Organization. Program Excellence is broken into Board Development, Sustainable Funding, Community Awareness. LCEWD Staff support the leadership group, Workforce and Improving Your Organization subcommittees. The Board has recognized the partnership may have too many subcommittees to effectively maintain, so they are working with each subcommittee to combine efforts.

Career Pathways:

Through support of Sector Partnerships, growth of work-based learning services, providing recruitment supports, and proactive economic development activities, LCEWD is well positioned to understand the need of the business community and adjust/build services that meet those needs. Most often, these services align with the career pathway activities outlined above (work-based learning, sector partnerships, etc) and can lead to the launch of new Sector Partnerships.

Almost all businesses were highly impacted by the pandemic. As they recovered, it became very apparent that many of their traditional workforce challenges have deepened. Working in conjunction with regional industry and public partners, LCWED has focused on some of these key workforce challenges and is currently supporting sector partnerships as they work to develop career pathway solutions.

Additionally, under NoCo Works there are regional efforts to create a Holistic strategy for attracting, retaining, and growing the future workforce, with the goal to increase the Northern Colorado labor pool and positively contribute to the local economy. The aim is to achieve this purpose through the generation of new career pathways, enhancement of existing pathways and engagement in sector career pathway models.

Skills Based Hiring:

Skills based hiring is a concept and practice that has been fully embraced by LCEWD. Focusing on a candidate’s practical skills rather than their educational attainment, work history, or credentials has many tangible benefits. Benefits include a wider, more diverse talent pool, less-time to onboard, and improved retention rates. Talent has never been so difficult to find and hire as it is right now. By embracing the Skills Based Hiring concept, businesses can remain competitive and solve many of their recruitment issues. LCEWD is committed to informing local businesses about these concepts and provides several services dedicated to reinforcing this practice within the business community.

One of the first and most easily implementable practices a business can perform to move towards skills-based hiring is to review their current job postings. LCEWD provides the Job Post Review tool, which allows a business to upload a job description and submit it for a review. Our trained staff will then review the job post and suggest changes in line with a skills-based hiring

concept. Suggestions include removing requirements like having a specific degree or number of years direct experience from the “qualifications” of a job posting, and including statements that empower applicants to explain how and why they are qualified. This can include past work, transferable skills and lived experience. The Job Post Review tool is accessed from LCEWD’s website and is free to all employers.

LCEWD offers local businesses an opportunity to create awareness of their open jobs and their hiring practices by addressing job seekers through Hiring Events. These events give a stage to a single business at a time. They can communicate directly with interested candidates and inform them, not only about the open position, but also about what they look for in submitted applications. A business utilizing a skills-based hiring approach can inform candidates what skills they are looking for and can answer questions directly from candidates. Reducing the qualifications on the job post and addressing any candidate concerns directly results in many more diverse candidates feeling empowered to apply.

LCEWD also works with businesses to review their current onboarding practices. Another benefit of skills-based hiring is that it drastically reduces the time it takes to bring candidates on board. We remind businesses that it is more important than ever to move quickly from interview to offer. By removing the necessity to verify degrees/credentials a business is free to make offers to candidates before that candidate can accept a different offer from a competing business.

5. Describe how the local board, working with the entities carrying out core programs, will expand access to employment, training, education, and supportive services for eligible individuals, particularly eligible individuals with barriers to employment, including how the local board will facilitate the development of career pathways and co-enrollment, as

appropriate, in core programs, and improve access to activities leading to a recognized postsecondary credential (including a credential that is an industry-recognized certificate or certification, portable, and stackable);

The Colorado Workforce Ecosystems foundation is based upon providing program participants access to services centered around employment, training, education, work-based learning, apprenticeships, and supportive services designed for success. WIOA Title I programs have a variety of eligibility criteria set around traditional barriers, governor set priority populations and local board priorities to ensure that individuals have abilities to be successful.

Larimer County Economic and Workforce Development (LCEWD) works with several internal partners who share the common mission of increasing and expanding access to employment, training, education, and supportive services for individuals with barriers to employment. These service strategies which are critical to achieving this common mission, include co-enrollment practices, developing career pathways with and for customers, and improving access to recognized postsecondary credentials.

On-site internal partners at LCEWD include WIOA Title III (Wagner-Peyser), WIOA Title I (Adult, Dislocated Worker, and Youth), Trade Adjustment Assistance, Veterans to Career grant, Larimer County Work-Based Learning Funds, National Emergency Grants (QUEST), Technology Employment in Colorado Partnership (Tec-P), Colorado Works Subsidized Training and Employment Program (STEP), and Colorado Opportunity Scholarship Initiative (COSI). These diverse funding initiatives position LCEWD to maximize internal resources and expand access to employment and training activities for a wide range of individuals, particularly those individuals with one or more barriers to employment.

LCEWD actively utilizes co-enrollment across internal programs as a strategy to expand service options for eligible individuals. LCEWD managers and staff are trained and knowledgeable about the eligibility criteria, opportunities, and limitations of LCEWD’s current employment and training grants. This knowledge allows case managers to maximize service offerings for program participants wherever appropriate, ensuring that access to career pathway development and the support necessary to take action towards credential attainment is secured. Common examples of internal program co-enrollments include WIOA Dislocated Worker and National Emergency Grant (QUEST) co-enrollments, WIOA Adult and Veteran to Career, and WIOA Youth and Tec-P.

In addition to internal partnerships, LCEWD continually engages in meaningful conversations with off-site mandated partners which have resulted in the development of Memorandums of Understanding (MOU) with the local offices of the Division of Vocational Rehabilitation, Adult Basic Education, and the Department of Human Services: TANF/SNAP. Active service coordination and agreements are also commonly established with local school districts, libraries, and other community-based organizations. These partnerships further support the expansion and reach of employment and training opportunities to individuals who may be eligible to receive individualized career services from LCEWD.

Ongoing collaborations across external partners provide meaningful supplements to LCEWD’s internal strategies to serve individuals through the provision of employment and training services. These strong collaborations, referral processes, and established agreements, allow LCEWD to identify and serve many individuals who are most at-risk or most in need of employment and training service interventions.

One noteworthy example that demonstrates the commitment to partnership is the MOU between LCEWD and the local Department of Human Services (DHS). This MOU currently funds

staffing at LCEWD to provide system navigation and internship coordination services for individuals receiving TANF. The navigator works with TANF referrals from DHS to connect them directly with an internship coordinator at LCEWD. This partnership allows TANF recipients fast-track access to paid internships and other employment and training services that may be necessary or appropriate for them to create career pathways that will result in quality employment and independence for them and their families. Further demonstration of the LCEWD and DHS collaboration includes yet a third contributing partner, Project Self-Sufficiency. Project Self-Sufficiency is a community-based organization whose mission is to ‘assist low-income, single parents in their efforts to achieve economic independence and become free from community and government assistance while building and maintaining strong, healthy families’. In 2024, LCEWD and DHS were dually honored by Project Self-Sufficiency to receive the 2024 Vision Maker award at the annual Bring the Power Social and Fundraiser. To quote Tracey Mead, Project Self-Sufficiency Executive Director, ‘Our work with your teams is an excellent example of high-impact alignment and collaboration toward the same desired outcomes for our single-parent families. Without the expertise and resources both teams bring to our work, we could never fully execute our mission’.

6. Describe the strategy to work with adult education providers funded under Title II of WIOA and Vocational Rehabilitation to align resources available to the local area, to achieve the strategic vision and goals described in question 5.

All public workforce systems across Colorado work with WIOA Title II providers to ensure seamless service delivery for adult education and vocational rehabilitation as needed. Local areas have developed a memorandum of understanding with providers that qualify under this program and continue to monitor progress.

LCEWD has a long history of strategic engagement with the Adult Education and Family Literacy Act (AEFLA) and the Division of Vocational Rehabilitation (DVR) providers in Larimer County. These strategic partnerships have been in existence for years and customers served by both partner agencies have had opportunities to be co-enrolled in the full array of services offered among each entity.

LCEWD continues to coordinate service delivery with both partners. The goal is to reach local agreements regarding the One-Stop delivery system, identify the service strengths of each agency, and develop an improved cross-agency referral process and co-enrollment linkages. These agreements lead to the development and implementation of a Memorandum of Understanding (MOU). In situations where an MOU is developed at a state level, conversations will occur regarding operationalization of the state-derived agreements. The Adult Basic Education provider in the Larimer local area is The Learning Source. LCEWD works regularly with The Learning Source not only in connection to their Adult Basic Education offerings but also on their services available for our shared customers who are English Language Learners. Through quarterly convenings hosted by the Larimer WIOA One-Stop Operator, WIOA partners can stay abreast of operational and/or service changes that affect our shared customers and schedule follow-up presentations to specific teams when appropriate. These follow-up sessions have served to foster stronger communication channels and staff connections between all WIOA partners.

With respect to LCEWD's partnership with DVR, LCEWD hired a Disability Program Navigator (DPN) last year. Since that time, the DPN has developed a robust partnership with DVR staff. Recently, the DPN created a link to DVR personnel. When appropriate permissions are in place, the DPN and DVR personnel provide name and contact information of possible co-enrolled customers. At a regularly scheduled meeting, each staff member reviews the list and

determines any actions that are needed to assist the shared customer thus reducing barriers and improving the customer's experience.

7. Describe the strategies and services that will be utilized to strengthen linkages between the one-stop delivery system and unemployment insurance programs.

During the 2020 Pandemic, several workforce areas in Colorado established call centers to assist job seekers in accessing the unemployment insurance system and other resources in the community. As the surge of calls has dropped to approximately pre-pandemic levels, workforce centers have continued to provide specific services to constituents of the workforce and unemployment insurance systems as needed. Additionally, the local areas continue to work with representatives from unemployment insurance, as well as CDLE Employment and Training Programs to outline areas that are pinch points to ensure customers have the best experience. Labor exchange services continue to be provided to customers throughout Colorado.

LCEWD has consistently maintained linkages with the Unemployment Insurance (UI) program over the decades. However, those linkages became critical and significant during the pandemic. At the height of the pandemic, the Workforce Connections Team (WCT) staff became knowledgeable in UI processes at a deeper level than previous years and continue to stay informed on UI changes. WCT staff regularly attend the scheduled UI webinars whenever possible. This ensures the WCT staff have the most current UI information.

WCT currently provides customers UI support through the following services:

- Providing triage services to UI claimants (most of them via the telephone and/or in-person).

- Coordinating access to the UI telephone approved telephone line via two cell phones which allows remote access to the UI office and ensures safety for both customers and staff when connecting customers to UI.
- Continuing to provide access to the UI approved telephone line onsite via a landline.
- Assistance in the computer lab when filing a UI claim.
- Providing timely updates via the job seeker newsletter when important changes are happening with the UI system.
- Assistance with the identity validation process that is now a component of all UI claims.
- Managing frustrated and desperate UI claimants and trying to facilitate connection to the UI system so that issues related to their claims can be resolved.

WCT no longer provides in-person or virtual UI chats for customers due to the amount of UI staff time involved. The WCT Manager will reach out via email to the UI Reemployment & Reemployment Services and Eligibility Assessment Grants (RESEA) Program Manager to assist if it is determined that the UI claimant has taken every possible step to remedy the issues associated with their UI claim and no resolution is apparent. WCT developed an online job seeker newsletter immediately prior to the pandemic. The newsletter became an important channel of communication with those impacted by the pandemic and continues to be utilized. At present, LCEWD has 15,000+ subscribers to the newsletter. Additionally, during the week (Monday - Friday), LCEWD offers job seekers a daily email with announcements of hiring events, job fairs, and current job postings. At last count, this email goes out to over 1,900+ subscribers, many of them receiving UI benefits.

LCEWD has been conducting the Reemployment Services and Eligibility Assessment (RESEA) program since April 2016. LCEWD staff work closely with the RESEA program staff. Since the inception of LCEWD providing RESEA services to UI claimants, LCEWD has often been asked to participate when strategic changes to the program are being developed. LCEWD was asked to participate in the training and testing of the new split service delivery model that began in 2023. In 2024, LCEWD was asked to participate in an audit of the RESEA program.

RESEA continues to be an effective enrollment strategy for serving WIOA Dislocated Workers. WCT provides referrals to the local Dislocated Worker program for those UI claimants that seek a more in-depth intensive job search and/or access to work-based learning and training related services. LCEWD values the ongoing partnership with the UI RESEA program.

8. Describe how the local board will coordinate workforce investment activities carried out in the local area with economic development activities carried out in the planning region, and promote entrepreneurial skills training and microenterprise services;

The Larimer County Economic and Workforce Development (LCEWD) department administers Larimer County’s economic development activities and is integrated within the public workforce system. This uniquely positions the department to carry out economic development activities in concert with workforce investment activities. One example is the Northern Colorado Regional Economic Development Initiative (REDI), whose objective is to collaborate across Northern Colorado’s region to increase economic growth, resilience, and overall improve the business ecosystem. LCEWD is an active partner within the network, and is positioned to translate business attraction, retention, and expansion related opportunities to internal staff working within the workforce development system. This information helps guide talent seekers to employer opportunities, aiding in creating a more robust talent development pipeline of workers for existing and future business needs.

Our local Workforce Development Board (WDB) works closely with the region’s economic development efforts to create an ecosystem that encourages both business and job growth by assisting businesses of all sizes. Our core work is with primary employers, which are industries that produce more goods and services than can be consumed by the local economy, and therefore export from the region a significant portion of them. Due to the strong economy created through primary employers we have communities with robust downtown small business and retail centers which also find much support through our business services provided by our Business and Economic Development Team.

The local WDB recognizes and supports the idea that entrepreneurship and microenterprise services are a viable opportunity for job seekers looking for the next opportunity. Likewise, LCEWD recognizes small to medium-sized business support as a critical element in the suite of business services provided to the community. Our efforts encompass assisting companies in every life stage from startup and expansion to succession planning and owner transitions. The utilization of data and services to assist businesses with managing growth is necessary for proper planning and business success. LCEWD has specific programs to help entrepreneurs and small business owners scale their operations in Larimer County. LCEWD also supports the Larimer County Small Business Development Center, specifically the organizations reciprocate membership on each other’s boards and have a Memorandum of Understanding that outlines partnership agreements when it comes to entrepreneurial and small business support. These agreements avoid duplication of services and minimize customer confusion regarding the functions of each entity.

LCEWD also supports the City of Fort Collins Multicultural Entrepreneurship Center, Business Accelerator Services of Estes (BASE) Program, Business Accelerator the Warehouse in Loveland, and Innosphere Ventures/Incubator in Fort Collins.

Young Entrepreneurial Tournament (YET): Training and mentoring provided by veteran business leaders to build an actionable business model. Youth 18 and under compete against each other during a pitch event to local business/entrepreneurs to win prize money to be used to fund startup costs of their business. Fifteen (15) youth participated in the 2023 YET event.

9. Provide a description of the workforce development system in the local area that identifies the programs that are included in that system. Also describe how you will partner with the required WIOA partners to increase awareness of career pathways and the critical role that workforce development plays in ensuring that all Coloradans have access to educational and career pathways that result in meaningful employment.

LCEWD has external partners required by the Workforce Innovation and Opportunity Act (WIOA) with Memorandums of Understanding (MOUs) that support and expand opportunities for individuals searching for and receiving workforce services. These partners include:

- Job Corps/Equus Workforce Solutions- Workforce Innovation and Opportunity Act Title I
- Denver Indian Center- Workforce Innovation and Opportunity Act Title I
- Community Services Block Grant- Larimer County Department of Human Services
- Division of Vocational Rehabilitation- Rehabilitation Act of 1973
- The Housing Catalyst- Department of Housing and Urban Development
- Jobs for Veterans State Grant Programs
- The Learning Source- Adult Education and Family Literacy Act
- SER Jobs for Progress National, Inc.- Older Americans Act of 1965
- Temporary Assistance for Needy Families- Larimer County Department of Human Services
- Unemployment Insurance

- Front Range Community College- Carl D. Perkins Career and Technical Education Act of 2006

LCEWD staff work closely with their WIOA partner teams to support shared customers on their career paths by providing access to all appropriate programs, services, and funding based on customer need and LCEWD capacity. On-going communication between LCEWD staff and WIOA partner teams acts as an informal method to increase awareness about career pathways through LCEWD as they work collaboratively with shared customers. As subject matter experts, LCEWD provides multiple opportunities for WIOA partners to become knowledgeable about current trends in the northern Colorado job market, and the tools and resources available through LCEWD that will ensure Coloradans have access to educational and career pathways that result in meaningful employment.

The LCEWD business services team offers an annual Northern Colorado Job Market Presentation to WIOA partners outlining national and local job market trends. The presentation covers the past and current economic outlook, demographic shifts, how work and workers are changing, and data on unemployment and labor force participation. This is paired with data regarding opportunities within local industries, the types of occupations needed along with the required education and potential wages associated with those occupations. LCEWD introduces partners to Lightcast’s Career Coach as part of the presentation through the website at no cost. Career Coach is an online service that helps workforce professionals guide job seekers to local labor market information and assists with customer career development. The LCEWD Business Services team makes themselves available to partners for additional presentations or one-on-one consultations and can provide up-to-date data regarding the Northern Colorado Job Market to partners as requested.

LCEWD offers up to three virtual training courses annually on workforce center resources and tools for partner teams. The virtual training includes LCEWD’s general and program services, and an introduction to career and job search tools that can be accessed on or through the LCEWD website such as Connecting Colorado, Career Coach, and My Career Compass. LCEWD staff are available at request from partner organizations to provide training regarding LCEWD resources and tools, on-site at partner locations, and virtually for their teams throughout the year.

10. Describe the one-stop delivery system in the local area, in particular:

- a. Identify the locations of the comprehensive physical one-stop centers (at least one) within your local area; also list the locations of your network of affiliate sites, both physical and electronically linked, such as libraries.
- b. Identify your key strategies for integrating the core programs (WIOA Title I, II, III, and IV programs), as well as all required partner programs, within the local one-stop system of comprehensive and affiliate offices.
- c. Describe the roles and resource contributions of each of the one-stop partners.
- d. Describe how the local board will facilitate access to services provided through the one-stop delivery system, including in remote areas, through the use of technology and through other means; include your intended use of virtual job fairs, the upcoming virtual job shadowing capability, and other innovative strategies and initiatives to streamline and enhance services, as well as increase access.
- e. Identify the types of assessments and assessment tools that will be utilized within the one-stop delivery system and how these assessments will be coordinated across participating programs to avoid duplication of effort and

multiple assessments of customers being served by more than one partner program.

- f. A description of how entities within the one-stop delivery system, including your centers, one-stop operators and the one-stop partners, will comply with section 188, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) regarding the physical and programmatic accessibility of facilities, programs and services, technology, and materials for individuals with disabilities, including providing staff training and support for addressing the needs of individuals with disabilities.
- g. A description of how the local board will ensure the continuous improvement of eligible providers of services through the system and ensure that such providers meet the employment needs of local employers, and workers and jobseekers;
- h. Provide a description of how training services under chapter 3 of subtitle B will be provided in accordance with WIOA section 134(c)(3)(G), including, if contracts for the training services will be used, how the use of such contracts will be coordinated with the use of individual training accounts under that chapter and how the local board will ensure informed customer choice in the selection of training programs regardless of how the training services are to be provided.
- i. Outreach to Individuals with Barriers to Employment: Describe how you will engage your LWDB and Youth Council/committee to increase the awareness of the services offered to returning veterans, out-of-school youth, individuals with disabilities, long-term unemployed, and other targeted groups? What additional strategies will be utilized to reach out to these groups? What are your objectives and goals for this effort?

- j. Describe your specific outreach strategies to eligible New Americans and your objectives for this effort. In addition, what strategies will you deploy to ensure your services and programs effectively serve eligible New Americans?

The comprehensive One-Stop center is located at:

Comprehensive One-Stop Office

Larimer County Economic and Workforce Development
Fort Collins, Colorado
200 W. Oak Street, Suite 5000

As a result of the pandemic, most of LCEWD’s services have been converted to allow for a virtual presence which has strengthened the department’s ability to serve job seekers and businesses throughout Larimer County. LCEWD has established a goal of migrating our workforce towards a hybrid-model approach, beginning in June of 2022 and it continues to this day. Our hope is to foster increased department integration which benefits all who we serve. Additionally, LCEWD has long-term, strong partnerships with libraries in cities and towns throughout Larimer County. In fact, LCEWD has regularly scheduled hours at the Loveland Public Library two afternoons per week. By providing multiple service locations and channels, this will allow those we serve more opportunities to choose from options that are accessible to them.

Separate from the presence of Wagner-Peyser staff twice per week, WIOA Title I Youth staff utilize the library as their primary meeting space when working with customers in southern Larimer County and use large rooms at the library to hold regularly scheduled workshops and special events. LCEWD coordinates with each library’s employment/business services personnel

for training and services as needed. LCEWD staff are knowledgeable of the resources available to job seekers through the local libraries and inform customers of services and classes as beneficial to their job search. Larimer County libraries have been key partners in our digital literacy program, Digital Roots.

LCEWD communicates and shares information with WIOA partners through yearly MOU check in meetings, partner meetings, and cross-training. LCEWD staff communicate regularly with their counterparts in partner agencies when they are providing services to shared customers and have defined referral processes with partners to ensure customers are getting the services they need and LCEWD has staff availability to assist them.

LCEWD schedules an annual WIOA MOU Check In meeting with each of its partners to share program updates, emerging challenges, and ideas for furthering service coordination and collaboration. Check In meetings also allow partners to discuss what is working and what could be improved or needs to be addressed to more closely integrate services.

LCEWD coordinates WIOA partner meetings where partners can share information about their programs, connect with their peers across the workforce ecosystem in Larimer County, and identify trends or challenges that support a broader understanding of their participant and organizational needs. Partner meetings provide a forum for connecting partners that may not traditionally work with each other and that may be able to support each other in finding solutions that meet their organizational needs or those of their diverse participants. Partner meetings provide a foundation for creating a continuum of support for customers and integrating services across the ecosystem.

LCEWD facilitates cross-training across partner organizations to ensure that partners understand the programs and services offered throughout the entire workforce ecosystem and inspire cross-collaboration. LCEWD facilitated a cross-training for partner organizations presented by Front Range Community College (FRCC) in response to a partner survey regarding cross-training needs and interests. FRCC presented information about their certificate and degree programs and funding options for students, non-credit programs, and apprenticeship opportunities to support partners' knowledge and understanding about educational options that will support their participant's career goals. LCEWD leveraged a cross-training with the Division of Vocational Rehabilitation (DVR) scheduled for LCEWD staff by opening it up and inviting WIOA partner teams to join them to learn more about DVR services and how to access them. Cross-training increases knowledge and understanding about programs, services, tools, and resources available to partner organization staff and participants supporting the integration of services throughout the ecosystem.

The Jobs for Veterans State (JVSG) Program is co-located with LCEWD. The Division of Unemployment Insurance (UI) provides hotline technology in the LCEWD office that directly connects UI representatives to LCEWD staff and customers that can assist them in real time. Co-location or access to hotline technology are ways that LCEWD integrates partner program services within the comprehensive workforce center.

LCEWD staff regularly communicate with staff from partner organizations when serving shared customers from the referral process to accessing appropriate services so that customers have a cohesive and seamless experience. LCEWD partners are invited to attend the Larimer County Workforce Development Board monthly meeting. Additionally, LCEWD shares appropriate data regarding workforce accomplishments, as well as marketing and program materials to ensure partners are kept informed as programs, services, or funding changes.

LCEWD has ten external partners required by the Workforce Innovation and Opportunity ACT (WIOA) with Memorandums of Understanding (MOUs) that support and expand opportunities for individuals searching for and receiving workforce services. Each partner makes an in-kind contribution to the Larimer County Workforce ecosystem through their Infrastructure Funding Agreement (IFA). The IFA is based on each partner's direct costs to provide their programs services to Larimer County residents, or through their lease agreement with LCEWD when the partner is co-located.

LCEWD external partners provide information to customers about LCEWD programs and services. They screen for potential program eligibility and refer appropriate customers for potential WIOA services. Partners may also work in collaboration with LCEWD to develop outreach strategies ensuring customers needing services have knowledge of the various resources and program offerings available. Partners cross-train appropriate LCEWD staff and other external WIOA partners across the ecosystem on programs and services and provide marketing and informational materials on their current programs and resources.

More specifically each partner provides services to meet the needs of their target population and acts as subject matter experts for LCEWD and partners across the ecosystem.

- I. The Colorado Division of Vocational Rehabilitation (DVR) provides services to applicants and eligible individuals with disabilities to support them in preparing for, securing, retaining, or regaining employment.

- II. The Division of Unemployment Insurance (UI) Division provides individualized information to customers regarding aspects of unemployment, including filing a claim and eligibility requirements and how the requirements may relate to the individual's circumstances.

- III. The Jobs for Veterans State Grant (JVSG) program provides an array of intensive services to eligible veterans and spouses through a case management framework through their DVOP specialists. The LVER staff provide services to businesses and build capacity within the workforce system.
- IV. Front Range Community College (FRCC) provides career and technical education (CTE) and offers classes in-person, online and in a hybrid format. FRCC has Workforce Solutions partnerships providing apprenticeships, customized training, continuing education, and small business development services to address targeted workforce and business development needs. They also provide career exploration and employer networking opportunities and career services support. FRCC provides a wide array of financial assistance through federal funding, grant programs, and scholarships for students returning to college to complete their degree and for adult learners pursuing a career-related credential.
- V. The Housing Catalyst offers housing opportunities for northern Colorado residents earning below 60% of the area median income through affordable rentals, a voucher program and housing development.
- VI. Larimer County Department of Human Services – TANF program, or Colorado Works provides financial support to eligible families along with case management, schooling, training, and job opportunities to support them in becoming self-sufficient.
- VII. The Learning Source programs, activities, and services include, but may not be limited to, adult education, literacy, workplace adult education and literacy activities, family literacy activities, English language acquisition activities, or integrated education and training.

- VIII. SER National SCSEP is focused on fostering and promoting useful part-time opportunities in community service activities for persons with low incomes, who are unemployed, 55 years old or older, have poor employment prospects, and have the greatest economic need.
- IX. Equus Workforce Solutions - Job Corps provides a residential career training and education program for low-income young adults ages 16 – 24.
- X. The Denver Indian Center, Inc. serves American Indian youth, elders, and families through education, advocacy, and cultural enrichment. The Denver Indian Center has a federally funded native workforce center and provides a full range of workforce services to support job seekers and to assist employers.

COVID-19 fast-tracked the onboarding of virtual service delivery strategies for LCEWD. All forms and types of services have been converted to a virtual format in addition to the traditional technological standbys: Connecting Colorado and the LCEWD website. Additionally, LCEWD worked with a local business to co-create a job seeker platform called My Career Compass. This platform is an interactive, online platform that provides job seekers with access to A-Z tools and resources to assist with career planning and/or job search goals. Job seekers can complete each step at their own pace while receiving virtual support from the department’s Career Consultants. This platform went live in 2020 and can be found in a customer’s “toolbox” on Connecting Colorado. Recent developments of the platform have occurred, expanding additional language opportunities outside of English and career-focused videos.

LCEWD continues to explore additional virtual strategies, launching the Digital Roots literacy training program assistance. This program provides one-on-one training and support at a location that is convenient for participants. Through this program, the digital navigators work with each eligible participant for approximately a 3-month period to build their confidence and

competence with technology. An individual training plan is developed and once the participant has completed the plan and demonstrated competency, the participant is provided with a new device to continue developing these skills.

This program has been so successful that LCEWD received funding from the City of Fort Collins' CityGive program. CityGive is a municipal philanthropic initiative to create a formalized structure for charitable giving. This "in-house" approach to philanthropy allows the City to respond to strategic projects and community needs that fall outside the normal city budget priorities but are well-positioned for private funding. Digital equity and access were top priorities at CityGive and LCEWD was awarded a grant to continue this important work.

LCEWD offers a wide variety of assessment tools, many of which are accessible across partner agencies. Career assessments help participants identify their work values, aptitudes, and interests. Many customizable career research tools include labor market information and job descriptions.

One of the most frequently used assessment tools is our Veterans' Triage form. It can be accessed either online or in person. This form allows LCEWD staff to determine the best referral(s) for the veteran or eligible spouse. Once the assessment is completed and if a referral is deemed appropriate, a note is entered in Connecting Colorado.

The Test for Adult Basic Education (TABE) is the common education assessment utilized at LCEWD. The LCEWD has created informal service agreements with program partners to accept TABE results, up to six months from the previous testing date, to minimize duplication and redundancy. Results are shared after the participant has signed a Release of Information agreement between participating agencies.

The following are common career awareness, clarification, and exploration assessments utilized at the LCEWD: My Career Compass, My Next Move, PathwayU (formerly jobZology), Lightcast Career Coach, E-Skills, Skills Matcher, Career Cluster Interest Survey (CCIS), 16 Personalities (free Myers-Briggs assessment tool), CliftonStrengths, and ONET. Each of these assessments serves different purposes to aid job seekers in the identification of occupations that match well with their specific interests and circumstances. Releases of information are completed, as required, to allow for the sharing of assessment results with partners/partner agencies.

The following are common labor market identification tools utilized at the LCEWD: Chmura, ONET OnLine, and Connecting Colorado Supply/Demand reports. Additional tools include industry input through sector strategy conversations, Workforce Development Board sponsored business panels, and training vendor industry advisory groups.

An initial analysis of Larimer County facilities was conducted by Meeting the Challenge (Colorado Springs) in 2017 and 2018. They conducted surveys of facilities based on the 1991 ADA Standards and developed a rationale for prioritizing accessibility improvements for buildings owned and operated by Larimer County based on: accessible approach and entrance; access to goods and services; access to public toilet rooms; and access to other items such as water fountains and public telephones. Larimer County is actively managing the findings and recommendations outlined in the final report. The analysis did not find any high priority issues for LCEWD.

Following the analysis, Larimer County hired an ADA Coordinator, and each department has an identified ADA Liaison who attends regular meetings with the County ADA Coordinator. An LCEWD staff member is also the ADA Liaison, in addition to their work as the Disability Program Navigator and has completed the required annual training. LCEWD takes steps to ensure that appropriate auxiliary aids and services are made available to afford an individual with a

disability an equal opportunity to participate and benefit from services. Annual training is conducted with the Wagner-Peyser job seeker team/LCEWD staff for the purpose of understanding the assistive technology available for customers with disabilities. Printed materials, websites, and electronic communication offer the following notification: “Larimer County Economic and Workforce Development is an equal opportunity agency and supports Veterans priority of service. Qualified persons with disabilities can request reasonable accommodations with seven business days’ notice by emailing lcewd-ada@larimer.org or calling 970.498.6600 or Relay Colorado 711. Accommodation requests will be honored when possible but may be unavailable if advance notice is not provided”.

One-stop partners are responsible for complying with section 188, if applicable, in ways appropriate to their entity. The LCEWD does not monitor their compliance nor does Larimer County’s One-Stop Operator.

LCEWD is committed to excellence through the delivery of workforce services and continuously utilizes a variety of evaluation methods to inform the quality of these services:

- The Colorado Workforce Intelligence Data Experts and the Workforce Evaluation Team actively convene across regions and the state to dissect and interpret a multitude of data points within workforce programs including variations in enrollment rates, levels of service engagement, training participation, and employment rates across WIOA programs.
- Comprehensive compliance and performance review sessions, performed by the Colorado Department of Labor and Employment, occur on all state and federal grants a minimum of once per program year.
- Utilization of the Colorado Eligible Training Provider List (ETPL) to guide WIOA customers to qualified training vendors and programs in Colorado.

- Regular meetings and communication with WIOA mandatory partners including mid-year MOU operation check-ins and quarterly service updates/training sessions.
- Active regional alignments and partnerships across education, workforce, and industry sectors.
- Co-location, collaboration, and goal setting with economic development leaders
- Quarterly peer-to-peer regional meetings to discuss workforce development trends, best practices, and quality improvement methods.
- Internal communications and approvals on individual service strategies and training plans for WIOA participants.
- Collection of customer feedback upon the conclusion of program participation.
- Provision of follow-up services to ensure retention of employment.

WIOA training services at LCEWD are provided by training providers whose programs have been approved through the Colorado Eligible Training Provider List (ETPL) process. Payments are made to training providers on behalf of the WIOA participant using Individual Training Accounts.

If a WIOA program participant identifies a training program they'd like to pursue but the program is not reflected as 'approved' on the ETPL, the ETPL coordinator at LCEWD may assist the training provider in working through Colorado's required approval process.

With respect to other types of scholarships for training, LCEWD was awarded funds through the Reskilling, Upskilling, Next-skilling (RUN) grant in PY21. Unlike WIOA requirements to utilize training vendors from the Colorado Eligible Training Provider List (ETPL), eligible participants in RUN were not required to utilize only training vendors on the ETPL. Per the RUN policy, Investments in Reskilling, Upskilling, and Next-skilling Workers (RUN Grants), GRT-2021-01, local workforce boards were able to support eligible participants pursuing training in any program

that resulted in an industry-recognized credential and led to an in-demand career or to a growth occupation.

Due to the finite nature of RUN funds, LCEWD staff met with the LCEWD Workforce Development Board (WDB) to consult on occupations within the local area that were noted to be “in-demand”. This provided key direction for specific initiatives within our community. LCEWD has a strong history of serving individuals with barriers across the department and engages the WDB in increasing the awareness of the services offered to returning veterans, out-of-school youth, individuals with disabilities, long-term unemployed, older adults, and other targeted groups. The LCEWD website homepage (<https://www.larimer.gov/ewd>) prominently displays information intended to reach some of these targeted groups: long-term unemployment (“Unemployment Guidance”), job seekers in a protected class (“Equal Opportunity and Accessibility”) and veterans or eligible spouse (“Veterans Priority of Service”). The overall objective and goal for these efforts is to support upward mobility, wealth generation, and economic inclusion for all individuals with barriers to employment.

LCEWD houses a variety of veterans-related services and programs including the Veteran Services Office (VSO) for benefit assistance, the Jobs for Veterans State Grant (JVSG) staff, and Veterans Service to Career. Veterans, and eligible spouses, receive priority of service regardless of service or program. LCEWD has two innovative aspects of veteran programs offered. First, the VSO has a Veterans Service Officer position that is solely in the community, connecting with all veterans, and returning veterans. As a result of the VSO being housed within LCEWD, the Veterans Service Officer regularly refers job-seeking veterans to the office who are triaged to the appropriate service or program.

Additionally, LCEWD sought approval from the state JVSG leadership for a Consolidated Veterans Service Representative (CVSR). This was approved and is only the second CVSR position in the state. This dual role (job seeker and business focused) allows the CVSR to provide exceptional customer service by having knowledge of both the job seeker and the employer needs without needing a “warm handoff”. All marketing, recruitment, and program materials provide information regarding veterans’ priority of service.

One of the activities of the Disability Program Navigator (DPN) is to develop and maintain a community resource map for services and programs within Larimer County (and Northern Colorado as appropriate) that support individuals with disabilities. This community mapping requires the DPN to contact and network with a wide array of agencies. In doing this work, it offers the DPN an opportunity to inform these agencies of our services, increasing our outreach.

Throughout the year, strategies to increase awareness of services to individuals with barriers to employment are deployed in a variety of ways. LCEWD continues recruiting and effectively serving disconnected youth through thriving partnerships with local school districts and youth-related non-profits. Additionally, LCEWD and the School to Work Alliance Program (SWAP), funded in part by DVR, maintain their long-held strategic partnership to serve youth with disabilities through ongoing communication, meet-ups, and event coordination.

Funding opportunities specifically targeting long-term unemployed individuals have been made available at LCEWD since September 2022. These National Emergency Grant (NEG) funds, called QUEST have allowed LCEWD to expand the reach of services into teams within the department through WIOA co-enrollments and braiding funds for service enhancements for LCEWD job-seeking customers.

As evidenced by the characteristics of the individuals who enroll and participate in WIOA programming, LCEWD continues to prioritize and align services to support these special groups:

Singular Documented WIOA Barriers of WIOA Youth Served 7/1/23 - 4/5/24

- High School Drop Out: 55%
- Individual with a Disability: 26%
- Low-income/need assistance: 5%
- Pregnant or parenting: 3%
- Homeless: 4%
- Ex-offender: 2%

** WIOA youth may report multiple barriers however, only one barrier is required to be documented for eligibility. See table below for a representation of self-attested barriers**

All barriers reported/self-attested of WIOA Youth Served 7/1/23 - 4/5/24

- High School Drop Out: 55%
- Individual with a Disability: 63%
- Low-income/need assistance: 10%
- Pregnant or parenting: 13%
- Homeless: 5%
- Ex-offender: 18%

WIOA Adult Served (201) (7/1/23 - 4/5/23)

- Disability: 33%
- Homeless: 11%
- Offender: 22%

- Limited English: 7%
- Single Parents: 28%
- Veterans (all): 12%
- Veterans (new): 54%
- SNAP: 60%
- Age 55+: 13%

(Source Client Query & Characteristics Report Connecting Colorado):

LCEWD was recognized by the Office of New Americans for a 44% increase (as of February 2023) in New Americans enrollments in Employment Services from PY21 to PY22. One reason for this increase is due to having a Community Navigator who is engaged with our underrepresented communities, including organizations that serve our community's New Americans.

The LCEWD Community Navigator participates and engages with several of the community resources on a regular basis, often being onsite. When not available, the use of a JotForm provides an easy method for referrals. Once the completed JotForm is received by LCEWD staff, outreach is conducted to invite and encourage engagement with LCEWD staff and services.

This JotForm was created so that our community-based partners could fill out and submit it to our bilingual staff if they are not readily available. Here is the link to that form: <https://form.jotform.com/210594715788165>

LCEWD also has a paper version of this form for those that walk into the office. However, that is not as common as receiving forms from our partners. The trust that is built between our department and our community-based partners has been key to our success.

LCEWD recently purchased a handheld language translator. Staff learned from our New American customers that this type of device has been extremely helpful to them when job searching (and doing other activities). Along with our in-person, online and phone translation services, LCEWD anticipates using this technology to assist in a real-time, in-person conversation with LEP customers. Our New American customers are helping us improve our services!

LCEWD staff provide onsite workshops or individual appointments, in Spanish, at local non-profits and community locations known to serve predominantly Spanish-speaking customers when requested and as availability allows.

LCEWD has an online job seeker platform, My Career Compass, and staff continue the process of translating all information and activities on the platform into Spanish. Recently, discussions have occurred regarding the ongoing support of My Career Compass due to limited use of this platform by customers, both English and Spanish speaking.

LCEWD convened a group of community-based organizations that provide English acquisition courses to improve access to these services. This group gathered all known English acquisition courses within Northern Colorado and further planning is needed. LCEWD staff representing the job seeker and business services have recently begun involvement in the statewide workgroup to provide employment assistance to newly

arrived immigrants who are eligible to work and to provide support to businesses who are hiring them.

11. Provide a description of how the local board will coordinate education and workforce investment activities carried out in the local area with relevant secondary and postsecondary education programs and activities to coordinate strategies, enhance services, and avoid duplication of services;

The Colorado Workforce System has worked closely with local area school districts as well as higher education programs to develop relationships that are beneficial to workforce center customers.

LCEWD recognizes the value of partnering and continuing to work closely with the three school districts in Larimer County: Poudre, Thompson, and Estes Park. These partnerships have grown through work-based learning groups, advisory boards for Career and Technical Education (CTE), and other in-school services provided by the CareerRise and Work-Based Learning (WBL) Teams. LCEWD’s strong connections with middle and high schools have supported the visibility and reach of LCEWD youth service offerings across the districts. Coordination of workforce investment activities and education includes:

- Key LCEWD staff participate on the CTE advisory boards in the Poudre and Thompson School Districts, providing valuable labor market information and planning support to assist CTE programs in meeting the work-based learning goals of Colorado’s Department of Education. CTE board participation also allows LCEWD staff to coordinate strategies with educators and avoid duplication of services.

- CareerRise staff frequently assist local schools by assisting with mock interviews and facilitating workforce preparation presentations throughout the year.
- Collaborations with School-to-Work Alliance staff to connect youth with disabilities to workforce services and paid internships.
- Sector Partnership collaborations with local school districts include career presentations and exploration activities including manufacturing industry tours for middle and high school students. Tours are coordinated with CTE programs in the Poudre and Thompson school districts, serving over 100 students across Loveland and Fort Collins.
- Spring Break workforce preparation and job search workshops are hosted by LCEWD each season for students of Poudre and Thompson School Districts. Marketing for these sessions is primarily done through school district teachers and digital communication platforms (e.g. Xello).
- Summer internship program for high school students, ages 16-18 which places high school students into paid internships with local manufacturers. LCEWD administers the program and coordinates with work-based learning coordinators in the local school districts for marketing.
- Participation with Larimer County Work-Based Learning (WBL) Alliance. The WBL Alliance aligns education and workforce partners in creating a skilled pipeline of candidates to meet the hiring needs of business and industry partners.

12. Provide a description and assessment of the type and availability of adult and dislocated worker employment and training activities in the local area; in particular identify how the local area will expand services to dislocated workers utilizing all sources of formula and discretionary funds targeted to the dislocated worker population.

LCEWD consistently utilizes appropriate program co-enrollments as a primary strategy to increase both the type and availability of employment and training services for WIOA Adults and Dislocated Workers. Through co-enrollments, LCEWD can maximize service offerings and funding thresholds for program participants to access a full array of service offerings which include but are not limited to intensive case management, access to Individual Training Accounts (ITAs), supportive services, and paid internships. For example, Dislocated Workers (DW) are a specific, eligible group named in the current National Emergency Grant (QUEST). Due to the automatic eligibility of Dislocated Workers for QUEST, each DW is also co-enrolled into QUEST at the time of their WIOA enrollment. Similarly, many WIOA Adults are also eligible for QUEST, and in the early stages of the grant, WIOA Adults who also met the eligibility for Long Term Unemployed were also co-enrolled in QUEST. This strategy has proven to be effective as we close out the final quarter of PY23 and formula funds across Title I are fully obligated; the pre-emptive QUEST co-enrollments have allowed these program participants uninterrupted access to funds to wrap up their employment and training plans with LCEWD.

13. Provide a description and assessment of the type and availability of youth workforce investment activities in the local area, including activities for youth who are individuals with disabilities, which description and assessment shall include an identification of successful models of such youth workforce investment activities; in addition, indicate how services to out-of-school youth will be expanded and enhanced to incorporate additional work-based learning opportunities.

Serving ages 14-24, the CareerRise team at LCEWD team delivers services and programs that foster youth development through education, training & career exposure. Regardless of age, all youth and young adults have opportunities in CareerRise to access services that are suitable to their individual needs including access to workshops to assist them in identifying their interests and skills, career exploration, job search, or making sound early financial choices. In addition,

the CareerRise team partners with resources across Larimer County to provide connections to post-secondary training, the development of entrepreneurial skills, and work-based learning opportunities. CareerRise services are split into two basic categories: (1) services available to all youth ages 14-24, regardless of WIOA eligibility, and (2) services available to WIOA-eligible youth, ages 16-24.

All targeted youth populations are encouraged to participate in each of the service offerings, including youth with disabilities, youth living in poverty, or youth disconnected from school. LCEWD works to provide access to services for all youth while wrapping intensive services around those most in need.

LCEWD CareerRise services, events, and programming available to all youth ages 14-24 include:

- LCEWD youth-focused staff guides individuals in developing the skills critical for successful job applications, creating winning resumes, interviewing, and developing overall professionalism to earn (and keep) a job.
- Specific CareerRise phone line and email address where young job seekers can connect directly and set up an in-person or virtual meeting with a youth Career Specialist to obtain customized support with their job search.
- CareerRise newsletter where subscribers receive monthly updates on youth-friendly employers, hiring events, and job search tips.
- The Spring Employment Event (formerly known as Summer Employment Nights) is held in March each year. The youth-focused event includes a hiring fair, internship opportunities, an employer question and answer panel, and information on CareerRise services.

- The NoCo Manufacturing Sector partnership launched the eighth annual Summer Youth Internship Program in 2024 with 13 available internship openings. The youth-focused internship program is administered by members of the CareerRise team at LCEWD and funded by business and sector partnership investments. The summer program places high school students, ages 16-18, with local manufacturers into paid internships. LCEWD administration of the summer program includes the development of the internship sites, marketing, applicant screening, monitoring intern progress, and program wrap-up.
- Larimer County Department of Health and Environment (LCDHE) continued their Youth Engagement Specialist internships into the 2023-2024 school year. These limited opportunities for high school students are marketed and administered by LCEWD and funded by LCDHE.

LCEWD CareerRise services available to WIOA-eligible youth, ages 16-24 include access to the services provided to all youth and also include:

- WIOA youth services are provided by the CareerRise team under the inCompass program. The inCompass program delivers individualized career services and supportive services to WIOA-eligible youth, including individuals with disabilities, who are facing barriers to successful employment experiences.
- Access to case management services that include the development of an Individualized Service Strategy (ISS).
- Supportive services that remove barriers and enable the youth to participate in the activities outlined in their ISS.
- Connection to basic education services, including individualized tutoring, that assists them in obtaining their High School Equivalency diploma.
- Paid internships including internships for in-school youth.
- Assistance and scholarships for post-secondary transitions and training

- Intensive career guidance and job search assistance.

14. Provide a description of how the local board will coordinate workforce investment activities carried out under this title in the local area with the provision of adult education and literacy activities under title II in the local area, including a description of how the local board will carry out, consistent with subparagraphs (A) and (B)(i) of WIOA section 107(d)(11) and section 232, the review of local applications submitted under title II.

LCEWD partners with the local Adult Education and Family Literacy Act (AEFLA) Title II provider, The Learning Source (TLS) in a variety of ways. The LCEWD Community Navigator provides onsite workshops addressing core job search skills and offers scheduled individual appointments at a later date.

LCEWD also closely partners with TLS in serving out-of-school youth who seek a classroom-based education intervention in achieving their High School Equivalency (HSE) Diploma. TLS is a primary HSE preparation provider for these young adults. Releases of information are signed to allow for ongoing service coordination, attendance reports, and other status updates.

Finally, LCEWD and TLS are convened mid-year to review MOU contracts with the One Stop Operator. These meetings ensure that the terms of the MOU remain accurate and facilitate additional communication opportunities for service coordination updates and/or improvements.

15. Provide a description of how the local board will coordinate workforce investment activities carried out under this title in the local area with the provision of transportation, including public transportation, and other appropriate supportive services in the local area.

Discretionary grants awarded to LCEWD during the pandemic provided access to transportation assistance and/or supportive services as allowable within the specific funding. Transportation assistance may take the form of gas fuel cards, bus passes for public transportation, alternative modes of transportation (e.g., bicycles, Uber, Lyft), auto repairs, and other realistic activities that support customers navigating personal and public transportation options to engage and retain employment.

As with all partnership activities related to transportation and other supportive service activities, LCEWD actively collaborates and coordinates fund acquisition and service provision as beneficial to the customer and consistent with the vision and mission of the LCEWD.

16. Provide a description of plans and strategies for, and assurances concerning, maximizing coordination of services provided by the State employment service under the Wagner-Peyser Act (29 U.S.C. 49 et seq.) and services provided in the local area through the one-stop delivery system, to improve service delivery and avoid duplication of services.

The Larimer County Economic and Workforce Development (LCEWD) is a proud partner of the Colorado Department of Labor and Employment and the full suite of services provided within their scope of work. We actively work with state leaders, and regional directors to ensure the local level one-stop delivery system is not duplicative of state driven services, and furthermore,

the local level is prepared to help our broader Colorado ecosystem in emergency related events. The recent pandemic example proved to be the case, working with our CDLE partners to ensure we were working concert with Unemployment Insurance to help support both employers and workers during shutdowns and job loss. Having local one-stop staff helping to field questions and leading laid off workers to benefit and re-employment supports, in addition to standing up employer navigators to help communicate and provide real time case by case scenario planning related to the evolving pandemic related rules and regulations that directly impacted their business planning.

Coordinating efforts for connecting job seekers and employers - A scrum meeting for the Workforce Connections team (WCT) has become a standard practice which began due to the pandemic and the need for remote work. Although several team members within the WCT have been trained to assist both job seekers and businesses, there are team members who have a greater focus on one of those customer groups. Therefore, this meeting allows for quick information sharing between the staff who work primarily with business and staff who primarily work with job seekers. Additionally, a shared form has been developed, which allows the staff member working with a job seeker to effectively communicate the type of position a work-ready job seeker is looking for. The Business Services staff will utilize this information and cross-reference current or new business contacts to facilitate a connection between qualified candidates and businesses seeking talent.

Coordinating efforts with external organizations that serve job seekers and students - LCEWD has developed strong connections to our WIOA core partners and community-based organizations including our local housing authority, the local libraries, the Division of Vocational Rehabilitation, plus agencies serving New Americans, justice-involved, older adult job seekers, and those experiencing homelessness. Staff have conducted training with each of our local providers within these service categories. In fact, staff provided in-person services to libraries in

the remote areas of Larimer County including Red Feathers Lake Community Library and Wellington Public Library. LCEWD currently provides in-person services two times per week at the Loveland Public Library.

Coordinating efforts with external organizations that serve employers - LCEWD is working in collaboration with local Chambers of Commerce to implement identified business-focused goals, with the local Small Business Development Center (SBDC) for referrals and data-sharing and participating in a variety of economic development workgroups. Through the pandemic these relationships strengthened further, and we are currently operating a shared regional recovery plan that outlines specific workforce and business support activities.

17. Identify the administrator/administrative entity responsible for the disbursement of Title I and Title III funds in the local area, as determined by the chief elected official or the Governor, and the fiscal agent if different.

The Economic and Workforce department, as the fiscal agent, is responsible for the disbursement of Title I and Title III funding for the local area. LCEWD is responsible for the following functions:

- i. Receive funds.
- ii. Ensure sustained fiscal integrity and accountability for expenditures of funds in accordance with Office of Management and Budget circulars, WIOA and the corresponding Federal Regulations and State policies.
- iii. Respond to audit financial findings.
- iv. Maintain proper accounting records and adequate documentation.
- v. Prepare financial reports.
- vi. Provide technical assistance to subrecipients regarding fiscal issues.
- vii. Procure contracts or obtain written agreements.

18. A description of the competitive process to be used to award the sub-grants and contracts in the local area for activities carried out under this title.

Larimer County Economic and Workforce Development follows both LCEWD and [Larimer County Financial Policy and Procedure 300.1 for grant purchases](#).

19. Provide a description of the local levels of performance negotiated with the Governor and chief elected official pursuant to WIOA section 116(c), to be used to measure the performance of the local area and to be used by the local board for measuring the performance of the local fiscal agent (where appropriate), eligible providers under subtitle B, and the one-stop delivery system, in the local area.

The following Workforce Innovation and Opportunity Act (WIOA) Performance Indicators are the most recently negotiated standards for Larimer County. Please see the side-by-side comparison of Colorado State standard expectations and Larimer County actual performance metrics for Program Year 2022.

WIOA Performance Indicators: Adult

	<i>State Standard</i>	<i>Larimer Performance</i>
Employment Rate (Q2)	74.00%	76.27%
Employment Rate (Q4)	62.00%	70.83%
Median Earnings (Q2)	\$6,900	\$10,560
Credential Attainment Rate	68.00%	65.52%
Measurable Skills Gains Rate	64.00%	76.14%

WIOA Performance Indicators: Dislocated Worker

	<i>State Standard</i>	<i>Larimer Performance</i>
Employment Rate (Q2)	75.00%	80.65%
Employment Rate (Q4)	76.00%	84.95%
Median Earnings (Q2)	\$11,000	\$12,997
Credential Attainment Rate	70.00%	79.66%
Measurable Skills Gains Rate	65.00%	63.93%

WIOA Performance Indicators: Youth

	<i>State Standard</i>	<i>Larimer Performance</i>
Employment Rate (Q2)	68.20%	78.85%
Employment Rate (Q4)	67.50%	76.19%
Median Earnings (Q2)	\$4,073	\$4,113
Credential Attainment Rate	63.00%	58.54%
Measurable Skills Gains Rate	55.50%	64.37%

LCEWD successfully met the negotiated Program Year 2022 Performance Indicator levels across the Workforce Innovation and Opportunity Act (WIOA). 12 of 15 standards were met at 100% or greater than the Colorado statewide standard expectations. 3 of 15 standards were met at 90% or greater than the Colorado statewide standard expectations, an allowable achievement level supported by the Colorado Department of Labor and Employment. This equates to 15 out of 15 measures being met. LCEWD will plan to incorporate the new federal measure associated with the effectiveness of serving employers during the WIOA 4-year plan period. We are awaiting guidance on how that standard will be measured, and the implementation timeline.

20. Provide a description of the actions the local board will take, if any, toward achieving the High Performing Board designation as outlined in the Colorado High Performing Local Workforce Development Board Rubric (PGL GRT-2019-01, Attachment 3).

The Larimer Workforce Development Board (WDB) has consistently obtained the High Performing Designation status issued by the Colorado Workforce Development Council (CWDC). The Larimer WDB intends to continue our pursuit of achieving this status, as outlined in PGL GRT-2019-01, Attachment 3. The High Performing Board designation provides workforce regions with an outline of categories to ensure alignment of the Colorado public workforce system, ensuring an effective ecosystem that strives to look beyond minimum requirements.

The rating categories the Larimer WDB intends to target our focus on advancing and reporting within include:

- I. Work-based learning opportunities connected to Career Pathway Programs
- II. Business Engagement, Enhancement, and Workforce Innovation and Opportunity Act (WIOA) Services
- III. Local Workforce Development Board Performance
- IV. Local Performance Measures

Local WDB's in Colorado are recognized as high performing by the CWDC when they achieve a minimum score of 9/10 on the above four key performance categories.

21. Use of evidence in decision making and program implementation

Colorado is focused on enhancing its use of evidence to inform workforce development strategies and to influence the design and execution of initiatives. By measuring progress

and the results of implementation, the state overall and each local area will be able to collect data that can move our work along an evidence continuum. When we refer to an ‘evidence-based’ program or strategy, it is helpful to have a shared definition. Evidence of effectiveness exists on a spectrum, including:

- a. Strong evidence:** meaning at least two evaluation reports have demonstrated that an intervention or strategy has been tested nationally, regionally, at the state- level, or with different populations or locations in the same local area using a well-designed and well-implemented experimental design evaluation (i.e., Randomized Controlled Trial (RCT)) or a quasi-experimental design evaluation (QED) with statistically matched comparison (i.e., counterfactual) and treatment groups. See [CLEAR.dol.gov](https://clear.dol.gov) for full definitions of strong or moderate study design. The overall pattern of evaluation findings must be consistently positive on one or more key workforce outcomes. The evaluations should be conducted by an independent entity external to the organization implementing the intervention.
- b. Moderate evidence:** meaning at least one evaluation report has demonstrated that an intervention or strategy has been tested using a well-designed and well-implemented experimental or quasi-experimental design showing evidence of effectiveness on one or more key workforce outcomes. The evaluations should be conducted by an independent entity external to the organization implementing the intervention.
- c. Preliminary evidence:** meaning at least one evaluation report has demonstrated that an intervention or strategy has been tested using a well-designed and well-implemented pre/post-assessment without a comparison group or a post-assessment comparison between intervention and comparison groups showing evidence of effectiveness on one or more key workforce outcomes. The evaluation may be conducted either internally or externally.

- d. **Pre-preliminary evidence:** meaning there is program performance data for the intervention showing improvements for one or more key workforce outputs or outcomes.

For interventions at each tier of evidence, it is important to leverage administrative data analysis or increasingly rigorous evaluation to build new evidence, improve programs and participant outcomes, and progress to the next tier.

Please describe which level of evidence applies to the overall approach of your local area in implementing programs. If any specific programs have a higher use of evidence than your programs overall, please highlight those programs. Additionally, would your local area be interested in receiving technical assistance on the application of evidence-based practices to workforce development?

Colorado is focused on enhancing evidence-based programming and believes it to be essential to the public workforce system for several reasons.:

- First, **maximizing impact:** Evidence-based programs have been rigorously evaluated and shown to be effective in achieving desired outcomes, such as improving employment rates, increasing earnings, and enhancing job retention. By investing in programs with proven effectiveness, the public workforce system can maximize its impact and ensure that resources are directed toward initiatives that deliver tangible results.
- Second, **optimizing resource allocation:** Limited funding and resources require careful allocation to programs and interventions that offer the greatest return on investment. Evidence-based programming allows policymakers and program administrators to prioritize funding for initiatives that have demonstrated effectiveness, while phasing out or modifying programs that have not yielded desired outcomes.
- Third, **promoting accountability and transparency:** Evidence-based programming promotes accountability and transparency within the public workforce system by

holding programs accountable for achieving measurable outcomes. By tracking program performance and evaluating results against established benchmarks, policymakers and stakeholders can ensure that taxpayer dollars are being spent effectively and efficiently.

- Fourth, **continuous improvement**: Evidence-based programming encourages a culture of continuous improvement within the public workforce system. By regularly evaluating program effectiveness and incorporating lessons learned into program design and implementation, agencies can adapt and refine their strategies to better meet the evolving needs of job seekers, employers, and communities.
- Fifth, **building public trust**: Investing in evidence-based programming builds public trust and confidence in the public workforce system. When policymakers and stakeholders can demonstrate that taxpayer dollars are being invested in programs with a proven track record of success, it enhances credibility and fosters support for workforce development initiatives.
- Sixth, **addressing complex challenges**: Many workforce development challenges, such as addressing skills gaps, reducing unemployment disparities, and promoting economic mobility, require multifaceted and evidence-based solutions. By leveraging evidence-based programming, the public workforce system can address these complex challenges more effectively and comprehensively.
- Finally, **advancing equity and inclusion**: Evidence-based programming can help promote equity and inclusion by identifying interventions that are effective in reducing disparities and barriers to employment among underserved populations, such as racial and ethnic minorities, individuals with disabilities, and low-income individuals. By investing in programs that prioritize equity and inclusion, the public workforce system can advance social justice and economic opportunity for all.

The Larimer County Economic and Workforce Development (LCEWD) is using two levels of evidence of effectiveness:

Moderate Evidence:

- In the past three years, Northern Illinois’s Workforce Development Center for Governmental Studies (NIU), has directed the evaluation of Colorado Workforce Innovation and Opportunity Act (WIOA) programs. NIU subject matter experts have written three reports using state-wide Connecting Colorado data (PY19, PY20, and PY21). Furthermore, NIU subject matter experts have trained the WIOA Evaluation staff located within each workforce region on the scope and methodology to be used. The team is composed of analysts representing each of Colorado’s ten Workforce Regions.
- NIU subject matter experts have used a quasi-experimental design: showing a relationship between independent variables (e.g. gender, race, ethnicity, training) and dependent variables (e.g. demographic representation and wage outcomes). For these analyses, participants are assigned to groups based upon non-random criteria (e.g. the independent variables).
- The results from the previous three years of evaluation have shaped the current research questions that will be evaluated for PY22 and beyond.

Preliminary Evidence:

- The analyst for Larimer County Economic and Workforce Development (LCEWD) has written reports for specific WIOA evaluation of Larimer County (PY20 and PY21).
- These analyses have used a quasi-experimental design, as defined above.
- The results from these two years of analyses have given direction to:

- I. Research questions that will be answered using quantitative data (e.g. PIRL data that has been submitted to the Department of Labor and Employment and Connecting Colorado reports).
 - II. Questions that will be addressed qualitatively, using focus groups, and directed interviews.
- These analyses will help LCEWD leaders, and the Workforce Development Board understand and present a story of what services have been effective, or not effective. In addition, sharing reports and discussions amongst the ten workforce regions will enable us to learn best practices from our peer network of public workforce system staff.

Finally, LCEWD staff are committed to on-going staff development and would consider technical assistance with the application of evidence-based practices within workforce development services to further our opportunity to effectively serve. Furthermore, pending LCEWD staff capacity and resource opportunities, LCEWD would consider providing evidence-based support for WIOA mandatory partners and other partners not within the system to improve the effective delivery of a growing number of workforce development service providers within the region. Evidence-based programming is critical for ensuring that the public workforce system achieves its goals of promoting employment, economic opportunity, and prosperity for individuals and communities. By investing in programs with demonstrated effectiveness, optimizing resource allocation, promoting accountability and transparency, fostering continuous improvement, building public trust, addressing complex challenges, and advancing equity and inclusion, the talent development network can maximize its impact and create positive outcomes for all stakeholders.

22. Describe the process used by the local board, consistent with subsection (d), to provide an opportunity for public comment, including comment by representatives of businesses and comment by representatives of labor organizations, and input into the development of the local plan, prior to submission of the plan.

Public participation within the Workforce Development Board (WDB) is embedded into WDB events. The WDB consists of 51% or greater membership from the business community and includes representatives of labor organizations. WDB meetings and the introduction and further feedback process for the WIOA 4-year Plan consisted of a series of activities and actions including:

- All WDB meetings are open to the public and can be found on the calendar of activities associated with the Board of County Commissioners board page. Guests were welcomed and encouraged to attend.
- Time at the beginning of each WDB meeting is set aside for networking.
- Aside from voting and formal discussion of Board business, community participation is welcome at meetings.
- On February 14, 2024, the Weld and Larimer County Workforce Development Boards hosted a public joint, regional meeting, kicking off a learning and discovery phase of the Colorado Governor’s Strategic Priorities for workforce development systems. Staff from the Colorado Workforce Development Council (CWDC) were invited to provide an overview of these priorities. WDB members and guests from the community provided initial feedback on these priorities related to Quality, Affordability, Equity and Access. Subject matter expert staff were on location to listen and document such feedback.
- On March 6, 2024, members of the Weld and Larimer County Workforce Development Board’s Executive Committee convened for a half day planning

meeting to further discuss key questions related to the WIOA 4 Year Plan. This facilitated exercise provided further input by the local WDB with local workforce subject matter expert staff to consider for plan adoption.

- On April 15, 2024, the WIOA 4 Year Regional and Local Plan was posted on the Larimer County Economic and Workforce Development’s webpage. The plan featured an electronic feedback form for the public to provide input. The plan was posted for a minimum of 30 days.
- On April 15, 2024, the WIOA 4 Year Regional and Local Plan was posted on the Colorado Workforce Development Council’s webpage. The regional plans featured an electronic feedback form for the public to provide input. The plans were posted for a minimum of 30 days.
- On April 18, 2024, the ten Colorado Workforce Regions joined together to host a Town Hall in Denver, Colorado representing the full ecosystem of the WIOA and Wagner-Peyser funded public workforce system. This Town Hall provided information to the public to provide input to the group of Workforce Directors and state staff in Colorado.
- The WIOA regional and local plans were the featured highlight of the May 8, 2024, Larimer County Workforce Development Board meeting. This meeting was open to the public and feedback was obtained from WDB members and guests during this public meeting.

During the varying public comment phases any member of the public could make comments in-person or via the website. A hard copy of the plan was made available via mail if requested. Adjustments to the plan will be made, if necessary, based upon the series of public comments. Comments were collected and reported through a tracking document.

Attachment 1 – PY24-27 FOUR-YEAR REGIONAL/LOCAL PLAN NARRATIVE UPDATE

Signature Page

The undersigned below certify that all Plan modifications are accurately presented here to the best of their knowledge. This signature page shall become an Exhibit to the Master Agreement for Workforce Development Programs, indicating submission and approval.

Planning Region: Colorado Central Planning Region

<u>Elected Official</u>	<u>Elected Official</u>
<p>Signature: _____</p> <p>Date: __/__/____</p> <p>Printed Name: Emma Pinter Elected Official for: Adams County Board of County Commissioners <u>Adams County Workforce Development Board</u></p>	<p>Signature: _____</p> <p>Date: __/__/____</p> <p>Printed Name: Carrie Warren-Gully Elected Official for: Arapahoe County Board of County Commissioners <u>Arapahoe/Douglas Workforce Development Board</u></p>
<p>Chair Signature: _____</p> <p>Date: __/__/____</p> <p>Printed Name: Amy Clement <u>Local Area Director</u></p>	<p>Chair Signature: _____</p> <p>Date: __/__/____</p> <p>Printed Name: Peter Hancock <u>Local Area Director</u></p>
<p>Signature: _____</p> <p>Date: __/__/____</p> <p>Printed Name: Jodie Kammerzell</p>	<p>Signature: _____</p> <p>Date: __/__/____</p> <p>Printed Name: Sasha Easton</p>
<u>Elected Official</u>	<u>Elected Official</u>
<p>Signature: _____</p> <p>Date: __/__/____</p> <p>Printed Name: Ashley Stolzmann Elected Official for: Boulder County Board of County Commissioners <u>Boulder Workforce Development Board</u></p>	<p>Signature: _____</p> <p>Date: __/__/____</p> <p>Printed Name: Mike Johnston Elected Official for: City and County of Denver <u>Denver Workforce Development Board</u></p>
<p>Chair Signature: _____</p> <p>Date: __/__/____</p> <p>Printed Name: Corine Waldau <u>Local Area Director</u></p>	<p>Chair Signature: _____</p> <p>Date: __/__/____</p> <p>Printed Name: Kelli Kelly <u>Local Area Director</u></p>
<p>Signature: _____</p> <p>Date: __/__/____</p> <p>Printed Name: Erin Jones</p>	<p>Signature: _____</p> <p>Date: __/__/____</p> <p>Printed Name: Tony Anderson</p>

Elected Official

Signature: _____

Date: __/__/____

Printed Name: John Kefalas

Elected Official for: Larimer County Board of County Commissioners

Larimer Workforce Development Board

Chair Signature:  _____

Date: 07/15/2024

Printed Name: Julie Cila

Local Area Director

Signature:  _____

Date: 07/15/2024

Printed Name: Mark Johnston

Elected Official

Signature: _____

Date: __/__/____

Printed Name: Bob Campbell

Elected Official for: Consortium Executive Board (El Paso and Teller Counties)

Pikes Peak Workforce Development Board

Chair Signature: _____

Date: __/__/____

Printed Name: Tamara Moore

Local Area Director

Signature: _____

Date: __/__/____

Printed Name: Traci Marques

Elected Official

Signature: _____

Date: __/__/____

Printed Name: Leslie Dahlkemper

Elected Official for: Jefferson County Board of County Commissioners

Tri-County Workforce Development Board

Chair Signature: _____

Date: __/__/____

Printed Name: Annie Lozano

Local Area Director

Signature: _____

Date: __/__/____

Printed Name: Kat Douglas

ADDITIONAL SIGNATURES

Signature: _____

Date: __/__/____

Printed Name: Todd Nielsen

Title Director, Colorado Urban Workforce Alliance

Final Review
7/25/2024

Fort Collins-Loveland Separator

Public Name: Prairie Ridge Addition

Values (shown in bold):

Scenic	Significant Plants/Natural	Agricultural
Buffer	Communities	Geological/Paleontological
Wildlife Habitat	Outdoor Recreational	Educational
Wetlands	Historic/Archaeological	Other (explain in narrative)

Property Description: The City of Loveland is working with the Sauer family on acquisition of an additional 140 acres of land south and adjacent to Prairie Ridge Natural Area and north of 57th street. Located in the Fort Collins-Loveland separator, the property would create an additional buffer from adjacent planned subdivision level development. The Sauer’s home is on an additional ~50-acre parcel (south of the 140-acre area) which they intend to keep in private ownership. Currently there are planned subdivisions both south of 57th Street and directly east of Prairie Ridge Natural Area (east of Taft Ave.). Given the proximity to city limits and being within the GMA, the cost per acre is \$48,000, or a total \$6.72M acquisition cost.

Loveland is considering pursuing a Great Outdoors Colorado grant and has requested Larimer County provide partnership dollars towards the grant application and to hold the conservation easement (CE). Larimer County holds the CE on the remainder of Prairie Ridge Natural Area (~790 acres).

Short Legal: Portions of Section 28, T06N, R69W
Acreage: 140-acres
Current Zoning: Larimer County – O Open
Adjacent Zoning: Larimer County – O Open
Water Rights: None
Mineral Rights: None

Partners: City of Loveland & City of Fort Collins

Property Rights Involved (shown in bold):

First Right of Refusal	Conservation Easement
Option to Purchase	Lease
Fee Simple	Development Rights Transferred
Fee Simple w/Conditions	Development Rights Acquired

Purchase Price: \$6,720,000
Price Per Acre: \$ 48,000/ac

Funding Sources:	Description:	Amount:
City of Loveland	Fee-title owner (75%) and manager	\$3,440,000
City of Fort Collins	Fee-title owner (25%)	\$1,680,000
Great Outdoors Colorado	Grant Funder	\$1,100,000
Private Donations	Funder	\$100,000
Larimer County	Partner – hold CE	\$ 400,000

Total: \$6,720,000

O.L.A.B. Initial Review 3/2024
B.O.C.C. Initial Review: 6/2024

Evaluation Criteria

Values	Rating
Environmental/Ecological	Low
Scenic/Aesthetic/Sense of Place	Moderate

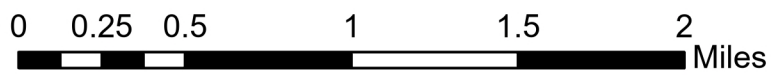
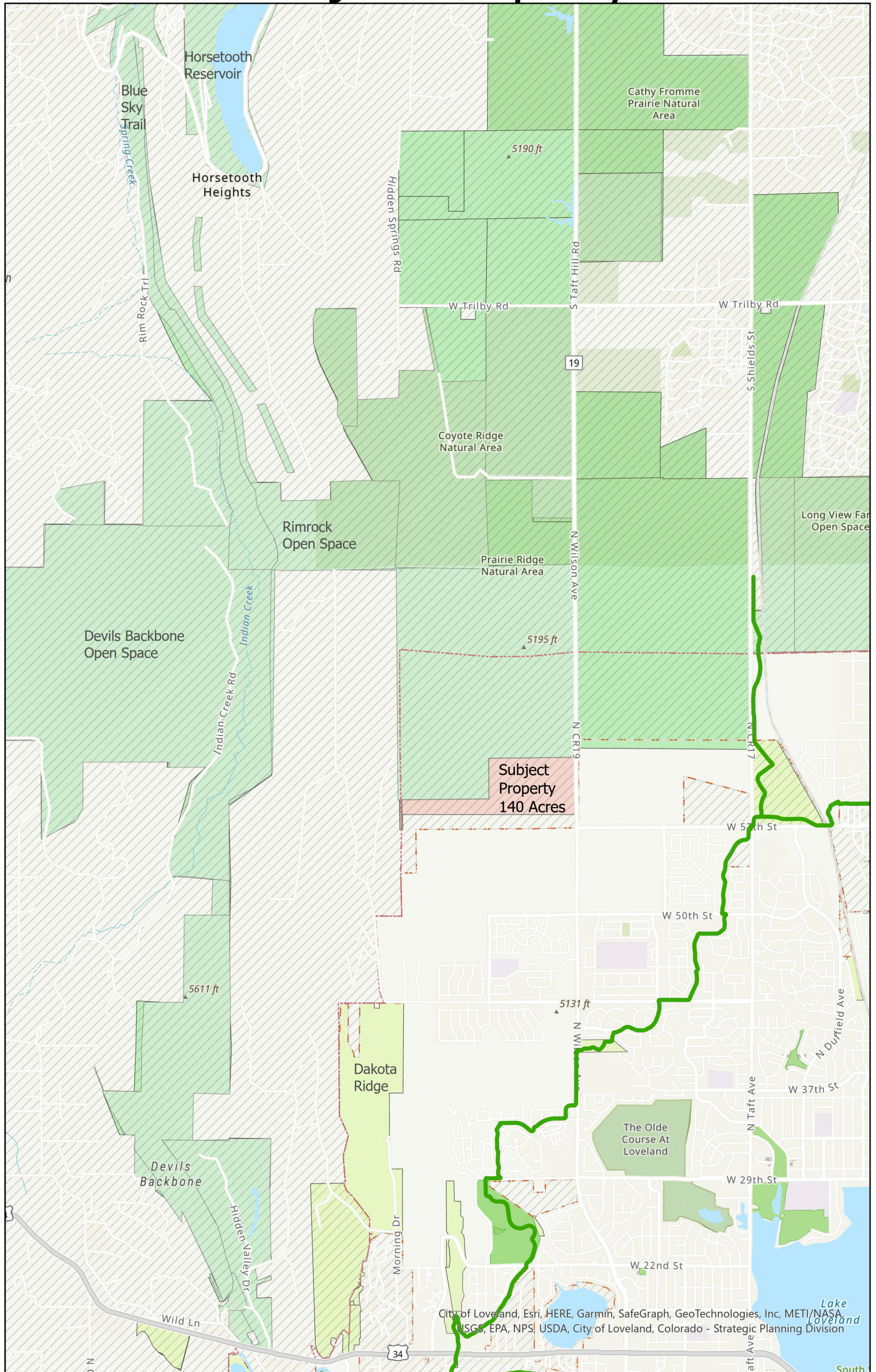
Final Review

7/25/2024

Fort Collins-Loveland Separator

Outdoor Recreation	Moderate
Historical/Archaeological	Unknown
Agricultural	Moderate
Geological/Paleontological	N/A
Information/Education	Low
Context	Moderate
Political Factors	Moderate
Price	Low = cost per acre urban level values

Subject Property

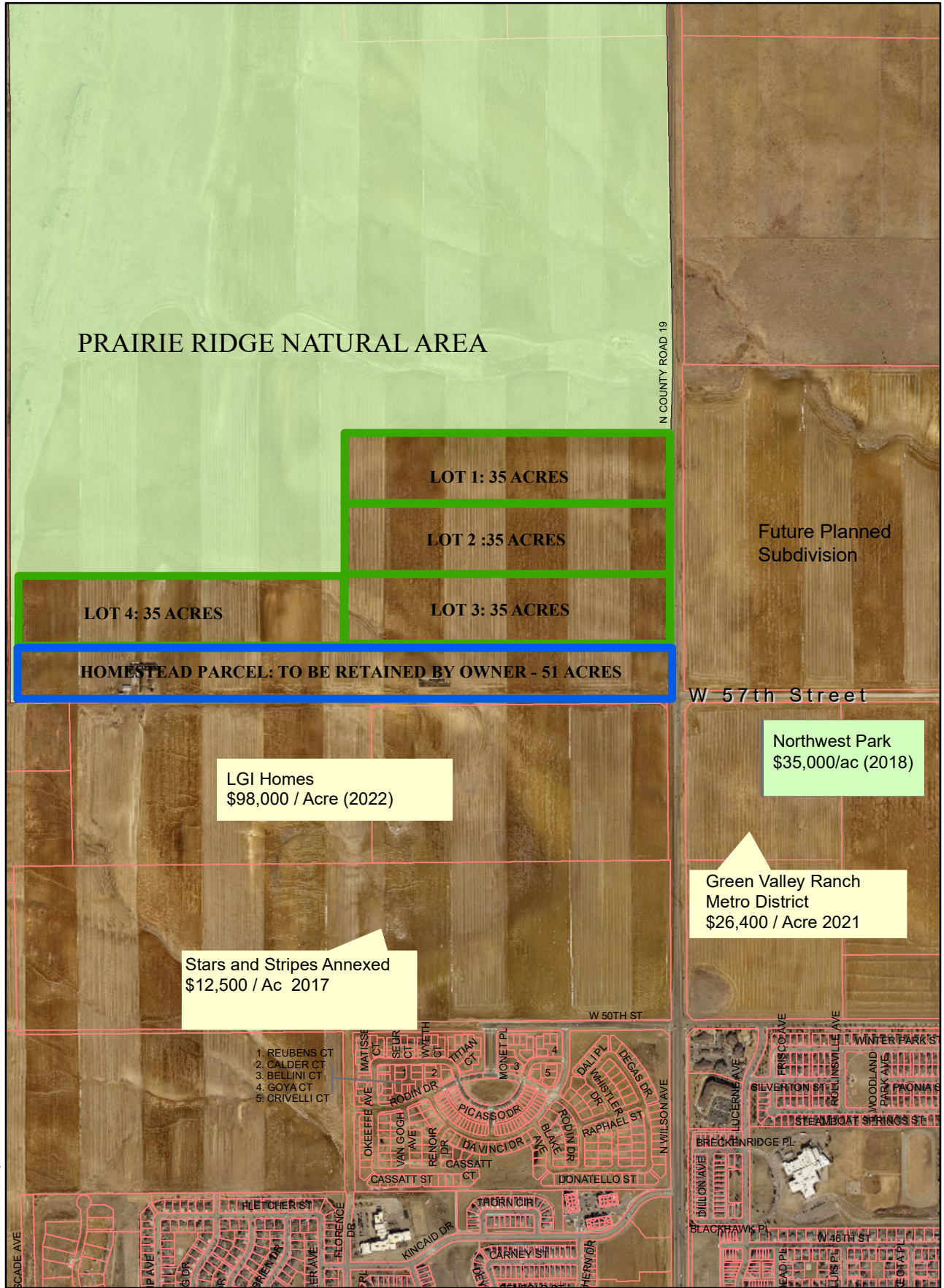


Legend

- Subject Property
- Planning Boundary-GMA
- Loveland City Limits Mask
- Loveland City Limits

City of Loveland, Esri, HERE, Garmin, SafeGraph, GeoTechnologies, Inc, METI/NASA, USGS, EPA, NPS, USDA, City of Loveland, Colorado - Strategic Planning Division

Sauer Parcel Map



PRAIRIE RIDGE NATURAL AREA

N COUNTY ROAD 19

LOT 1: 35 ACRES

LOT 2: 35 ACRES

LOT 4: 35 ACRES

LOT 3: 35 ACRES

HOMESTEAD PARCEL: TO BE RETAINED BY OWNER - 51 ACRES

Future Planned Subdivision

W 57th Street

LGI Homes
\$98,000 / Acre (2022)

Northwest Park
\$35,000/ac (2018)

Green Valley Ranch
Metro District
\$26,400 / Acre 2021

Stars and Stripes Annexed
\$12,500 / Ac 2017

W 50th St

1. REUBENS CT
2. CALDER CT
3. BELLINI CT
4. GOYA CT
5. CRIVELLI CT

0 0.050.1 0.2 0.3 0.4 Miles



LARIMER COUNTY | NATURAL RESOURCES

1800 S. County Road 31, Loveland, CO 80537 | (970) 619-4570 | larimer.org/naturalresources

FINAL REVIEW: Rocky Ridge

Date: 7/25/2024

Property Description:

This 484-acre parcel is located within the Buckeye Conservation Priority Area identified in the Open Lands Master Plan. The City of Fort Collins Natural Areas acquired fee title to land in April 2024 and is seeking partnership funding from Larimer County. Larimer County would hold the conservation easement.

The property lies north of Fort Collins and approximately 2 miles west of the Wellington GMA. It's adjacent to the north of Rocky Ridge Lake and Water Supply Reservoirs #2 and #3 all owned and managed by Water Supply and Storage Company (WSSC). The property is accessed from CR60 to the north and the Larimer County Canal wraps around the western boundary.

The land is characterized by previously tilled fields (on the eastern property edge) and undulating uplands with a mix of native and domestic grasses. Numerous ravines crisscross the property, and cliffs stand on the southern portion. Bivalve fossils can be seen in the rock outcroppings.

The property boasts spectacular views of the foothills ranging from Horsetooth Rock at Horsetooth Mountain Open Space to the south and Eagle's Nest Open Space to the north. Peaks in the Never Summer Range and the Fort Collins' city skyline are visible as well.

The property serves as mule deer, mountain lion, black-tailed prairie dog, black bear and white-tailed deer range. The adjoining reservoirs serve as nesting range for great blue heron, a brood concentration area for Canada geese and winter forage area for bald eagles. In addition, the property is part of the breeding range for numerous raptors and songbirds.

The city intends to manage the natural area to enhance native plant and animal communities and provide nature-based outdoor access. Currently no access exists to the adjacent reservoirs.

Priority Area:	Buckeye
Short Legal:	No formal address, W. County Road 60E, Portions of Sections 10 and 11, Township 8N, Range 69W, outside City limits
Acreage:	484 acres
Current Zoning:	O-Open

Adjacent Zoning: O-Open
Water Rights: The property includes a well right.

Mineral Rights: N/A
Liens: None

<i>Evaluation Criteria:</i>	<i>Staff Assessment</i>
Scenic Values	H
Buffer Values	M
Wetlands Values	L
Significant Plants/Natural Communities Values	L
Outdoor Recreation Values	H
Historical/Archaeological Values	N/A
Agricultural Values	M
Geological/Paleontological Values	N/A
Education Values	M
Context	M
Community Benefit	M
Partnerships/Cost-Value	M = good

<i>Partnerships:</i> City of Fort Collins Larimer County	<i>Description:</i> Fee-title owner/Manager Financial Partner/Conservation Easement Holder
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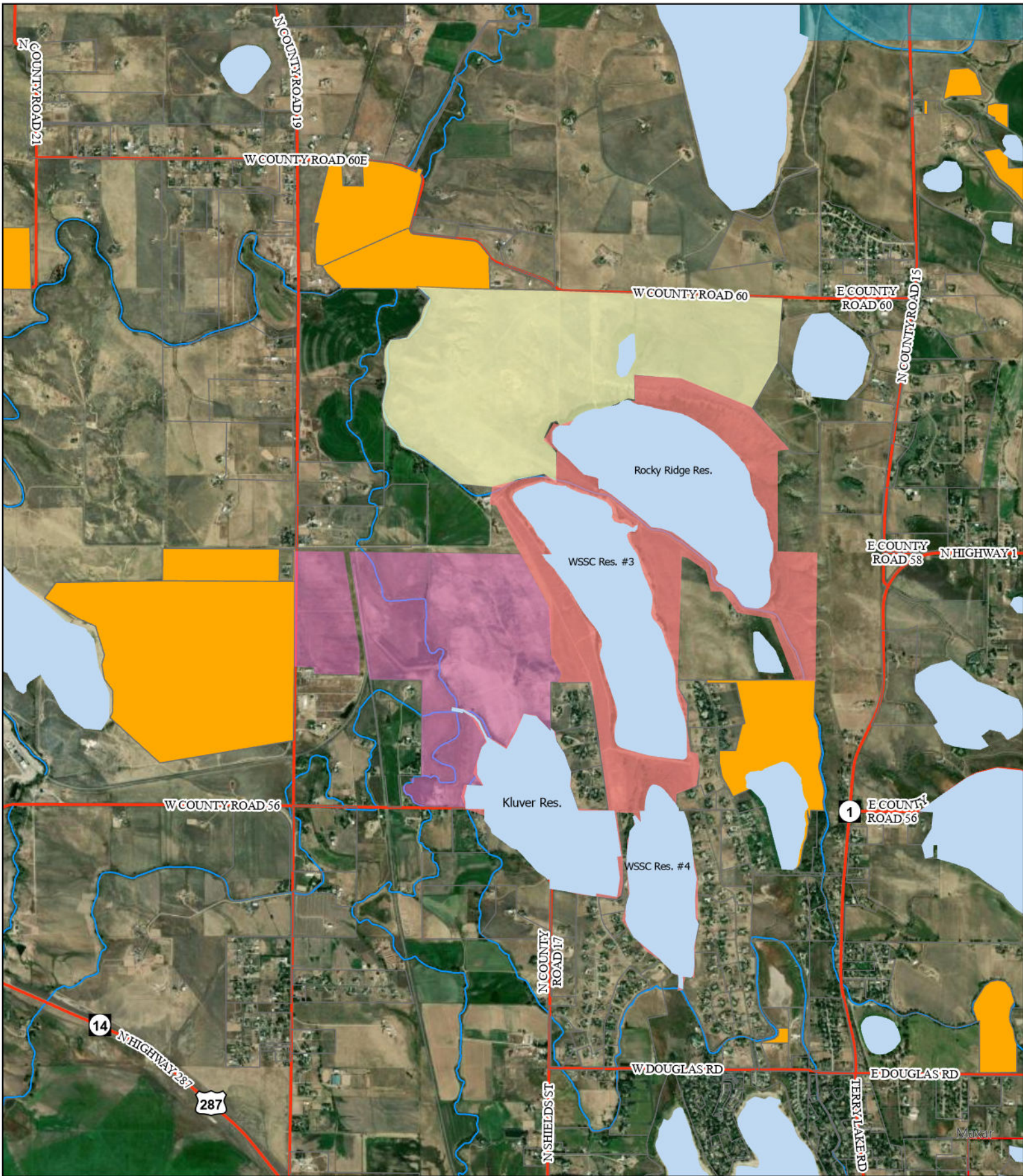
Property Interest for Larimer County: Conservation Easement

Purchase Price: \$5,100,000

<i>Funding Sources:</i>	<i>Amount:</i>
Larimer County HPOS funds	\$ 1,500,000
City of Fort Collins Natural Areas	\$ 3,600,000

Closing Date: April 30, 2024 for fee purchase; 2025 for CE to be executed

Open Lands Advisory Board Final Review Date: 7/25/2024
Board of County Commissioners Final Review Date: August 2024



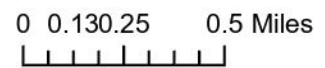
Water Supply and Storage Co. (WSSC)

Conservation Easements/Restricted Covenants

Rocky Ridge Land Co.

Lake

City of Thornton



Rocky Ridge Property







INTERGOVERNMENTAL AGREEMENT
CONCERNING THE ROCKY RIDGE CONSERVATION PROJECT

This Intergovernmental Agreement (Agreement) is made this ___day of _____, 2024, by and between the CITY OF FORT COLLINS, COLORADO (the "City") and LARIMER COUNTY, COLORADO (the "County")

WHEREAS, part 2 of Article 1 of Title 29, C.R.S. authorizes governments to cooperate and contract with one another to provide any function, service or facility lawfully authorized to each, including the sharing of costs; and

WHEREAS, the County has imposed a sales and use tax via the "Help Preserve Open Spaces Initiative" for the purchase and maintenance of open space, natural areas, wildlife habitat, parks and trails and a portion of the funds generated by said sales tax are distributed to municipalities located within Larimer County, including the City; and

WHEREAS, the City has imposed a dedicated 0.25% sales and use tax known as "Open Space Yes!", portions of the revenues from which are intended and available for the purchase and maintenance of open space, natural areas, and trails; and

WHEREAS, the parties recognize through the Larimer County Open Lands Master Plan and Fort Collins Natural Areas Master Plans that certain lands in the foothills and along the mountain backdrop to the cities of Fort Collins and Wellington (the "Conservation Area") are important to be conserved through various means such as fee acquisition, conservation easements, and regulatory measures; and

WHEREAS, the Larimer County Natural Resources Department and the City of Fort Collins Natural Areas Department share common goals in conserving land in the Conservation Area, and by this IGA intend to form a partnership to carry out a land conservation project known as the "Rocky Ridge Conservation Project" to conserve in fee and in conservation easement approximately 484 acres of land; and

WHEREAS, the Natural Areas Department has prioritized encumbering City Natural Areas' properties with conservation easements to add further protection to Natural Areas land based on the advice of the City Land Conservation and Stewardship Board; and

WHEREAS, the City has acquired through purchase of fee interest, the real property referred to as the "Rocky Ridge Property", described in **Exhibit A**, attached hereto and incorporated herein by reference ("Rocky Ridge"); and

WHEREAS, in consideration of a \$1,500,000 contribution from the County towards the purchase of Rocky Ridge, the City intends to convey a conservation easement (the "Conservation Easement") to the County on Rocky Ridge; and

WHEREAS, the parties desire to cooperate and contract with one another concerning the sharing of costs and responsibilities for the conservation of the Rocky Ridge property.

NOW, THEREFORE, in consideration of the mutual promises contained herein, the parties agree as follows:

A. Subject Properties/Easement

1. The City acquired Rocky Ridge on April 30, 2024.

2. The cost for conserving the Rocky Ridge, including the purchase price, conveyance of the Conservation Easement, closing costs, title insurance, Mineral Remoteness Opinion, and Baseline Report is estimated to be approximately \$5,117,600 as shown in **Exhibit B**, attached hereto and incorporated herein by reference. The County and City are responsible for paying the estimated costs designated to each of them in Exhibit B.

- (a) The County, within sixty (60) days of full execution of this Agreement, will contribute \$1,500,000 toward the cost of the acquisition of Rocky Ridge in exchange for the City granting the Conservation Easement on said property.
- (b) The City will pay all due diligence costs associated with the fee acquisition of Rocky Ridge. The parties agree to share the due diligence costs associated with the conveyance of the Conservation Easement from the City to the County on Rocky Ridge. These estimated costs are shown in Exhibit B.
- (c) If either the City or County determines it is unable to pay its share of any unanticipated costs, they agree to negotiate in good faith to reach a resolution such that the acquisition may be completed. Such resolution may include modifying the amount each party will pay for the unanticipated costs.

3. Within eighteen (18) months of the execution of this IGA, the City will convey the Conservation Easement on Rocky Ridge to the County. The terms and conditions of the Conservation Easement will be substantially the same as the form conservation easement template attached as **Exhibit C** which the County and City agree must be completed and revised (including exhibits thereto) subject to approval of both County and City each in their sole and separate subjective discretion prior to the conveyance of the Conservation Easement.

- (a) Conveyance of the Conservation Easement and the Option as defined in paragraph C.1 below, are both subject to prior approval by the Fort Collins City Council in its discretion by final adoption of an ordinance. If the City Council does not pass such an ordinance on second reading on or before September 1, 2024, or if the Council approves such ordinance but within ten (10) days of the passage of the ordinance a notice of protest against the ordinance is filed with the City Clerk of the City of Fort Collins pursuant to Section 2(b) of Article X of the Charter of the City of Fort Collins, then this IGA shall terminate and both parties shall be released from their obligations hereunder and the County shall be entitled to a refund of its contribution towards the City's purchase of Rocky Ridge.
- (b) The County will prepare the Conservation Easement instrument covering Rocky Ridge, in collaboration with the City. Upon completion of the transaction the County shall submit the Conservation Easement to the Larimer County Clerk and Recorder for recording in the real property records of the County and shall provide a copy of the recorded Conservation Easement to the City upon completion of recording. If the Parties cannot agree on the terms of the Conservation Easement, the County shall be entitled to a refund of its contribution towards the City's purchase of Rocky

Ridge.

4. Following the closing of the fee acquisition and conservation easement conveyance, the City will prepare a summary report similar to Exhibit B showing the exact costs paid by each party. It is not necessarily the parties' intent that the costs paid by each party will be equivalent to the value of the property interest held by such party.

5. The City shall have the discretion to make decisions related to the negotiations including choice of surveyor, title company, and other administrative matters, consistent with this Agreement. The parties shall promptly communicate with each other on any new material information related to Rocky Ridge and the Conservation Easement acquisition.

B. Management of Rocky Ridge

1. The City will manage Rocky Ridge in accordance with management priorities for City Natural Areas properties in a similar geographic location. Within 18 months of Conservation Easement conveyance the City will complete an onboarding planning process for the site and establish management tactics for the site. Subsequent management tactics will be established through a Zone Update to be completed within five years of conveyance.

2. In the event of emergency circumstances requiring immediate response prior to the Mountains to Plains Zone Update which will be used to guide the management of Rocky Ridge, the City shall be entitled to use reasonable discretion in responding to such circumstances. If possible, the City shall consult with the County in advance of any action being taken. In the event advance consultation is not reasonably possible, the City shall limit its actions to those necessary to address the existing emergency and shall make reasonable efforts to inform the County promptly of any such event and chosen course of action.

C. Subsequent Sale and/or Transfer of Rocky Ridge or Conservation Easement Interests

1. If the City desires to sell all or any portion of its fee interest in Rocky Ridge, the City shall provide written notice to the County of its intention to sell its interest ("Notice of Intent to Sell"). The County shall have a right of first refusal ("Option") to purchase such interest ("Interest") for its fair market value.

(a) The County shall have 30 days from the date of the Notice of Intent to Sell to notify the City if it is interested in purchasing the Interest. The parties shall then jointly select an appraiser to determine the fair market value of the Interest. The cost of such appraisal shall be split equally between the parties.

(b) The County shall notify the City within 30 days following the completion of the appraisal whether it intends to purchase the Interest. The parties shall then work in good faith to negotiate a purchase and sale agreement and any necessary documents for completion of the sale. The Option shall expire if the County does not, within 30 days of the completion of the appraisal, notify the City that it intends to purchase the Interest.

(c) If the County timely notifies the City of its intent to purchase, the Option shall nonetheless expire two years after the date of the Notice of Intent to Purchase if the parties, acting in good faith, have not closed on the

conveyance of the Interest by that time.

- (d) If the County declines to purchase the Interest, either before or after having the Interest appraised, the City may then convey the Interest to a third-party as it chooses without compensation to the County, as long as such sale of the Interest is subject to the terms of the Conservation Easement and any other existing encumbrances, restrictions, or conditions applicable to the conveyed property.

2. If the City desires to sell all or any portion of its fee interest in Rocky Ridge, including easements or rights of way, and the County notifies the City of a potential adverse impact of the proposed sale on the remaining interests in Rocky Ridge or the Conservation Easement, the parties agree to negotiate in good faith to resolve the issue prior to the conveyance of such interests, as described in the Conservation Easement.

3. If all or any portion of Rocky Ridge is taken by eminent domain prior to the City's conveyance of the Conservation Easement to the County, the net proceeds from such disposition shall be divided between the City and the County in the same percentage as their respective contributions to the initial purchase payments for acquiring the property interests taken as defined in Exhibit B. Proceeds from such conveyance shall be subject to the provisions of each party's respective applicable policies, ordinances, resolutions, and plans. If all or any portion of Rocky Ridge is taken by eminent domain after conveyance of the Conservation Easement, the compensation received for the taking shall be divided between the parties as described in the Conservation Easement.

4. If the County wishes to assign the Conservation Easement (including any form of transfer or conveyance) to a third party, it shall provide written notice to the City of its intention to do so and the identity of the proposed assignee ("Notice"). The City shall have thirty (30) days from receipt of the Notice to notify the County of any objection the City has to the proposed assignment and the basis for such objection. If the City raises such an objection, the parties agree to negotiate in good faith to resolve the issue prior to the assignment of the Conservation Easement. Per the terms of the Conservation Easement, the County shall have the authority to assign the Conservation Easement despite objection by the City provided that the County has negotiated in good faith with the City to resolve the objection. The parties understand and acknowledge that if the County assigns the Conservation Easement to a third-party, the County may not receive any payment for such transfer, and neither the County nor the City would be entitled to recover any portion of its initial contribution to the value of the Conservation Easement.

D. General Provisions.

1. Each party agrees to execute all additional instruments and documents necessary to effectuate the transactions and purposes described herein, subject to any necessary approvals.

2. This Agreement shall be binding upon and inure to the benefit of the parties' respective successors and permitted assigns.

3. Financial obligations of the parties payable after the current fiscal year are contingent upon the governing bodies of the parties, in their discretion, appropriating funds sufficient and intended for such purposes.

4. Each party is responsible for its own negligence and that of its officers, employees,

and volunteers. Nothing in this Agreement waives the immunities, limits of liability, or other terms and conditions of the Colorado Governmental Immunity Act as now in force or hereafter amended.

5. Any notices required or permitted to be given shall be in writing and personally delivered to the office of the parties hereof, or sent by first class mail, postage prepaid, or by overnight commercial courier, addressed as follows:

Katie Donahue	Daylan Figgs
Natural Areas Director	Natural Resources Director
City of Fort Collins - Natural Areas Department	Larimer County Natural Resources Department
PO Box 580, Fort Collins, CO 80522	1800 S County Rd 31, Loveland, CO 80537
kdonahue@fcgov.com	dfiggs@larimer.org

Any such notice shall be effective (i) in the case of personal delivery or by overnight commercial courier, when the notice is actually received, or (ii) in the case of first-class mail, the third day following deposit in the United States mail, postage prepaid, addressed as set forth above. Any party may change these persons or addresses by giving notice as required above.

6. If either party should fail or refuse to perform according to the terms of this Agreement, such party may be declared in default thereof. If a party has been declared in default, such defaulting party shall be allowed a period of ten (10) days within which to cure said default. In the event the default remains uncorrected, the party declaring default may elect to (a) terminate the Agreement and seek damages; (b) treat the Agreement as continuing and require specific performance; or (c) avail itself of any other remedy at law or equity. If the non-defaulting party commences legal or equitable actions against the defaulting party, the defaulting party shall be liable to the non-defaulting party for the non-defaulting party's reasonable attorney fees and costs incurred because of the default.

7. Nothing in this Agreement shall imply any partnership, joint venture, or other association between the City and the County. Each party shall have sole responsibility for the content and the conduct of its activities. Neither party shall use the other's name or logo to suggest co- sponsorship or endorsement of any activity without the other's prior written approval.

IN WITNESS WHEREOF, the parties hereto have executed this Intergovernmental Agreement concerning the Rocky Ridge Conservation Project, on the day and year first above written.

A Municipal Corporation

By: _____
Jeni Arndt, Mayor

ATTEST:

APPROVED AS TO FORM:

City Clerk

Assistant City Attorney

(print name)

(print name)

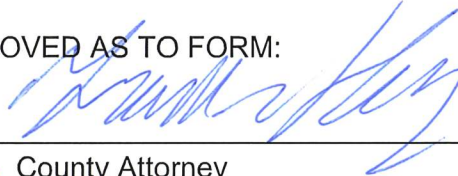
BOARD OF COUNTY COMMISSIONERS
LARIMER COUNTY, COLORADO

By: _____
Chair

ATTEST:

Deputy Clerk

APPROVED AS TO FORM:



Asst. County Attorney

EXHIBIT A

Rocky Ridge Property

PARCEL I:

BEGINNING AT THE NE CORNER OF SECTION 10, TOWNSHIP 8 NORTH, RANGE 69 WEST OF THE 6TH P.M., COUNTY OF LARIMER, STATE OF COLORADO; THENCE ALONG THE EAST LINE, S 0 DEGREES 21' W, 2692.04 FEET TO ROCKY RIDGE RESERVOIR; THENCE ALONG SAID RESERVOIR, S 86 DEGREES 5' W, 133.54 FEET, AND AGAIN S 29 DEGREES 22' W, 343.87 FEET, AND AGAIN S 40 DEGREES 19' E, 240.88 FEET, AND AGAIN S 49 DEGREES 03' E, 188.34 FEET TO A POINT ON SAID EAST LINE OF SECTION 10; THENCE ALONG SAID EAST LINE, S 00 DEGREES 21' W, 538.97 FEET TO THE CENTERLINE OF THE LARIMER COUNTY CANAL; THENCE ALONG SAID CENTERLINE, N 77 DEGREES 08' W, 331.40 FEET; AND AGAIN N 89 DEGREES 31' W, 110.66 FEET; AND AGAIN S 79 DEGREES 17' W, 376.18 FEET; AND AGAIN S 62 DEGREES 18' W, 507.39 FEET; AND AGAIN S 49 DEGREES 03' W, 68.12 FEET; AND AGAIN S 75 DEGREES 02' W, 280.34 FEET, AND AGAIN N 81 DEGREES 33' W, 114.06 FEET; AND AGAIN N 61 DEGREES 44' W, 124.62 FEET; AND AGAIN N 50 DEGREES 45' W, 292.72 FEET; AND AGAIN N 42 DEGREES 12' W, 106.18 FEET; AND AGAIN N 56 DEGREES 02' W, 536.40 FEET; AND AGAIN N 51 DEGREES 31' W, 172.01 FEET; AND AGAIN N 55 DEGREES 26' W, 321.35 FEET; AND AGAIN N 64 DEGREES 28' W, 184.95 FEET; AND AGAIN N 43 DEGREES 36' W, 112.22 FEET; AND AGAIN N 27 DEGREES 17' W, 166.53 FEET; AND AGAIN N 42 DEGREES 25' W, 274.20 FEET; AND AGAIN N 20 DEGREES 85' W, 265.25 FEET; AND AGAIN N 09 DEGREES 32' W, 124.82 FEET; AND AGAIN N 04 DEGREES 09' E, 234.25 FEET; AND AGAIN N 15 DEGREES 00' E 338.49 FEET, AND AGAIN N 06 DEGREES 33' W, 298.29 FEET; AND AGAIN N 01 DEGREES 59' W, 265.99 FEET; AND AGAIN N 13 DEGREES 23' E, 138.90 FEET; AND AGAIN N 39 DEGREES 37' E, 124.48 FEET; AND AGAIN N 76 DEGREES 58' E, 87.88 FEET, AND AGAIN S 80 DEGREES 56' E, 124.70 FEET; AND AGAIN N 83 DEGREES 17' E, 90.65 FEET; AND AGAIN N 41 DEGREES 50' E, 391.61 FEET; AND AGAIN N 21 DEGREES 15' E, 486.27 FEET; AND AGAIN N 00 DEGREES 40' E, 72.04 FEET, AND AGAIN N 27 DEGREES 02' W, 47.83 FEET; AND AGAIN N 43 DEGREES 29' W, 219.45 FEET TO THE NORTH LINE OF SAID SECTION 10; THENCE ALONG SAID NORTH LINE, E 2845.43 FEET OF THE POINT OF BEGINNING;

EXCEPT THAT PORTION DESCRIBED IN DEED RECORDED NOVEMBER 10, 1981 IN 2140 AT PAGE 1506

EXCEPT 30 FOOT RIGHT OF WAY FOR LARIMER COUNTY CANAL ALONG THE SOUTHERLY AND WESTERLY LINES THEREOF.

PARCEL II:

A PARCEL OF LAND IN SECTION 11, TOWNSHIP 8 NORTH, RANGE 69 WEST OF THE 6TH P.M., COUNTY OF LARIMER, STATE OF COLORADO, WITH ALL BEARINGS RELATIVE TO THE NORTH LINE, AS EAST-WEST; AND MORE PARTICULARLY DESCRIBED AS FOLLOWS:
COMMENCING AT A POINT ON THE NORTH LINE OF SECTION 11, 762.00 FEET WEST OF NE CORNER OF SECTION 11, SAID POINT BEING THE POINT OF BEGINNING; THENCE WEST ALONG THE NORTH LINE OF SECTION 11, 1872.74 FEET TO THE N 1/4 CORNER OF SECTION 11; THENCE CONTINUING WEST ALONG THE NORTH LINE OF SAID SECTION 11, 1090.00 FEET, THENCE SOUTH 1570.00 FEET; THENCE S 86 DEGREES 30' 00" E, 900.00 FEET; THENCE S 66 DEGREES 30' 00" E, 1677.00 FEET; THENCE N 25 DEGREES 17' 20" E, 1087.76 FEET; THENCE N 02 DEGREES 42' 08" E, 1311.59 FEET TO THE POINT OF BEGINNING.

PARCEL III:

BEGINNING AT THE NW CORNER OF SECTION 11, TOWNSHIP 8 NORTH, RANGE 69 WEST OF THE 6TH P.M., COUNTY OF LARIMER, STATE OF COLORADO; THENCE EAST 1550 FEET; THENCE SOUTH 2126 FEET; THENCE S 69 DEGREES 45' W, 1648 FEET; THENCE NORTH 2700 FEET TO BEGINNING;

EXCEPTING FROM PARCEL III ANY PORTION OF PARCEL II INCLUDED IN THE CONVEYANCE RECORDED IN [BOOK 395 AT PAGE 353](#).

ALSO EXCEPTING FROM ABOVE PARCELS, RIGHT OF WAY FOR COUNTY ROAD AS ESTABLISHED AND/OR USED.

EXHIBIT B

Rocky Ridge Conservation Project

Draft IGA Cost Data

Costs are Estimates and are subject to change

Property	Acres	Fort Collins	Larimer County	Total
Rocky Ridge Fee Purchase				
Land Acquisition	484	\$3,600,000	\$1,500,000	\$5,100,000
Closing Costs		\$4,600		\$4,600
Environmental Assessment		\$2,500		\$2,500
Subtotal				\$5,107,100
Conservation Easement on Rocky Ridge				
Easement Acquisition			\$1,500,000	
Baseline Report		\$3,500	\$3,500	\$7,000
Mineral Remoteness Report		\$1,250	\$1,250	\$2,500
Closing Costs		\$500	\$500	\$1,000
Subtotal				\$10,500
Grand TOTALS	484	\$3,612,350	\$1,505,250	\$5,117,600

DEED OF CONSERVATION EASEMENT
FROM

GRANTOR
TO
LARIMER COUNTY GRANTEE

This DEED OF CONSERVATION EASEMENT (“**Deed**” or “**Conservation Easement**” or “**Easement**”) is granted this _____ day of _____, 20__ by _____ having its principal address at _____ (hereinafter referred to as “**Grantor**”), to and for the benefit of the Board of County Commissioners of Larimer County, Colorado, a governmental subdivision of the state of Colorado, having its principal address at 200 West Oak Street, Fort Collins, CO 80521 (hereinafter referred to as “**Grantee**”). (Grantor and Grantee may be individually referred to herein as a “**Party**” and collectively referred to herein as “**Parties.**”) The following exhibits are attached hereto and are incorporated by reference:¹

- Exhibit A - Legal Description of Property
- Exhibit B - Survey Map of Property [including Surveyed Building Envelope(s), trails, roads, and other features designated herein].
- Exhibit C - Baseline Acknowledgement
- Exhibit D - Water Rights
- [Exhibit X - XYZ]

RECITALS:

A. **Property.** Grantor is the sole owner in fee simple of approximately ___ acres of real property located in Larimer County, Colorado more particularly described in **Exhibit A**² attached hereto and generally depicted on the map attached hereto as **Exhibit B** (the “**Property**”). Hereinafter, “**Grantor**” means the Grantor described above and successors to, and transferees and assigns of, Grantor's interest in the Property.

B. **Conservation Values.** The Property possesses **relatively natural wildlife and plant habitat, significant open space, agricultural land, water or cultural resources, educational, recreational and scenic and other aesthetic and ecological values** (the “**Conservation Values**”) of great importance to Grantor, Grantee, the people of Larimer County and the people of the State of Colorado.

In particular, the Property contains the following characteristics which are also included within the definition of Conservation Values.

- i. The property is in a natural state with the exception of _____.
- ii. Other important habitat features include _____.
- iii. The Property is highly visible from _____.

¹ The names of the Parties should appear in identical form listed in the title commitment (including proper corporate form, as determined by the Colorado Secretary of State’s website, a.k.a., d.b.a., etc. as applicable).

² Check the attached legal description against the title commitment and the vesting deed for the Property.

EXHIBIT C
TO INERGOVERNMENTAL AGREEMENT

- iv. The Property provides habitat and migration corridors for a broad range of wildlife species, including bighorn sheep, elk, deer, turkeys, black bears, mountain lions, bobcats, coyotes, foxes, and numerous small mammals and birds.

v. ³

C. Conservation of this property is consistent with the following federal, state and local governmental policies:

- i. C.R.S. § 33-1-101, et seq., provides in relevant part that "it is the declared policy of the State of Colorado that the wildlife and their environment are to be protected, preserved, enhanced, and managed for the use, benefit, and enjoyment of the people of this state and its visitors."
- ii. C.R.S. § 38-30.5-101, et seq., provides for the establishment of conservation easements to maintain land "in a natural, scenic, or open condition, or for wildlife habitat, or for agricultural, horticultural, wetlands, recreational, forest, or other use or condition consistent with the protection of open land, environmental quality or life-sustaining ecological diversity, or appropriate to the conservation and preservation of buildings, sites, or structures having historical, architectural, or cultural interest or value."
- iii. ...

D. Baseline Documentation Report. The Conservation Values are further documented in a written description of the property's condition as of the Effective Date, dated _____, prepared by _____, reviewed, approved, and signed by the Parties, kept on file with both Parties, and incorporated into this Conservation Easement by this reference (the "**Baseline Documentation**"). The Baseline Documentation consists of reports, maps, photographs and other documentation that Grantor and Grantee acknowledge provide, collectively, an accurate representation of the Property at the time of the Effective Date, and the Parties have acknowledged the same in a signed statement, a copy of which is attached as **Exhibit C**, and which is intended to serve as an objective information baseline for monitoring compliance with the terms of this Conservation Easement and assuring that any future changes to the Property are consistent with the Purpose as described in **Section 1** below. The Parties agree that the existence of the Baseline Report shall in no way limit the Parties' ability to use other pertinent information in resolving any controversy that may arise with respect to the condition of the Property as of the Effective Date.

E. Grantee is a governmental subdivision of the State of Colorado, with an open space program dedicated to land conservation, and a "qualified organization" under I.R.C. § 170(h) and Treas. Reg. § 1.170A-14(c), whose primary purpose is to preserve and protect significant open space, natural areas, wildlife habitat, and develop parks and trails for present and future generations.

F. Grantee is qualified to hold conservation easements as a governmental entity under C.R.S. § 38-30.5-104. Grantee is certified as license number CE0035 by the State of Colorado's Division of Real Estate pursuant to C.R.S. § 12-61-724 and 4 C.C.R. 725-4, Chapter 2, to hold conservation easements for which a tax credit is claimed.

G. Grantor intends to create a conservation easement under C.R.S. § 38-30.5-101, et seq., and Grantee agrees, by accepting this Deed, to preserve and protect in perpetuity the Conservation Values for the benefit of this and future generations.

NOW, THEREFORE, in consideration of the recitals set forth above, and the mutual promises, covenants, terms, conditions, and restrictions contained herein, and for Grantor's charitable donation of a portion of the fair market value of the Deed for which Grantee did not provide goods or services to Grantor, and for Grantee's payment of _____ Dollars (\$ _____), and pursuant to the laws of the State of Colorado and, in particular, C.R.S. § 38-30.5-101, et seq., Grantor hereby voluntarily grants and conveys to Grantee, its successors and assigns, and Grantee hereby voluntarily accepts, a perpetual conservation easement in gross, an immediately vested interest in real property, over the Property, of the nature and character and to the extent hereinafter set forth.

1. **PURPOSE.** The purpose of this Conservation Easement is to preserve and protect in perpetuity the Conservation Values of the Property as they exist on the Effective Date and as they may evolve in the future, in accordance with I.R.C. § 170(h), Treas. Reg. § 1.170A-14 and C.R.S. § 38-30.5-101 et seq. ("Purpose"). To effectuate the Purpose, Grantor and Grantee agree: (i) to allow those uses of the Property that are expressly permitted by this Deed, subject to any limitations or restrictions stated herein, and those uses of the Property that do not materially adversely affect the Conservation Values; and (ii) to prevent any use of the Property that is expressly prohibited by this Deed or will materially adversely affect the Conservation Values.

2. **RIGHTS OF GRANTEE.** To accomplish the Purpose of this Conservation Easement, in addition to the rights described in C.R.S. § 38-30.5-101, et seq., and the rights of Grantee described elsewhere in this Deed, the following rights are granted to Grantee by this Deed:

A. The right to preserve and protect the Conservation Values of the Property in perpetuity;

B. The right to enter upon the Property at reasonable times in order to monitor Grantor's compliance with, and if necessary to enforce, the terms of this Deed, provided that Grantee shall provide reasonable prior notice to Grantor, except that such notice shall not be required in the event Grantee reasonably determines that immediate entry upon the Property is necessary to prevent or mitigate a violation of this Deed, in which case a reasonable attempt will be made by Grantee to notify Grantor prior to entry. Grantee shall not unreasonably interfere with Grantor's use and quiet enjoyment of the Property when exercising any such rights; and

C. The right to prevent any activity on or use of the Property that is inconsistent with the Purpose or the express terms of this Conservation Easement and to require or undertake the restoration of such areas or features of the Property as may be damaged by any inconsistent activity or use; and

D. The right to require Grantor to consult with Grantee regarding the negotiations of any and all agreements between Grantor and third parties that may impact or disturb any portion of the surface of the Property, including, but not limited to, easement agreements, utility easements, right-of-way agreements, surface use agreements, and lease agreements (other than those specifically related to the agricultural and recreational operations of the Property), and to have the right to approve any such agreement prior to such agreement being executed. Nothing herein is intended to require Grantee to approve any action or agreement that is inconsistent with the terms of this Deed.

3. **RESERVED RIGHTS AND PERMITTED USES.**⁴ Subject to the terms of this Deed, Grantor reserves all rights accruing from Grantor's ownership of the Property, including (i) the right to engage in or permit or invite others to engage in all uses of the Property that are expressly permitted by this Deed, subject to any limitations or restrictions stated herein, and those uses of the Property that do not materially adversely affect the Conservation Values; and (ii) to retain the economic viability of the Property and retain income derived from the Property from all sources that are consistent with the terms of this Deed. Grantor may not, however, exercise these retained rights in a manner that is expressly prohibited by this Deed or that materially adversely affects the Conservation Values. Without limiting the generality of the foregoing, Grantor reserves the specific rights set forth below.

A. The right to exclude any member of the public from trespassing on the Property;

B. **Right to Convey.** The right to sell, give, lease, bequeath, devise, mortgage, or otherwise encumber or convey the Property to anyone Grantor may choose subject to the following: (i) any lease, deed, or other conveyance or encumbrance is subject to this Deed, and any such document shall specifically incorporate the terms and conditions of this Deed by reference to this Deed; (ii) any lease or deed or other conveyance document shall specifically state which reserved rights have been exercised, if at all, and which reserved rights are specifically allocated to the new owner; and (iii) notice of any proposed conveyance or encumbrance as set forth in this **Section 3B** shall be subject to the provisions of **Section 15 (Transfer of the Property)** of this Deed.

C. **Land Stewardship.** To accomplish the preservation and protection of the Conservation Values in perpetuity, Grantor shall operate, manage and maintain the Property in a manner that promotes the continued viability of the conservation values on the Property while maintaining any permissible productive uses of the Property, subject to the provisions of **Section 5 (Land Stewardship Plan)** of this Deed. Specifically, Grantor agrees to conduct the activities listed below in a manner consistent with the Purpose. Notwithstanding the foregoing, Grantor and Grantee recognize that changes in economic conditions, in agricultural technologies, in accepted farm, ranch and forest management practices, and in the situation of Grantor may result in an evolution of agricultural, silvicultural, and other uses of the Property, and such uses are permitted if they are consistent with the Purpose.

(1) **Habitat Management.** Grantor may conduct any activities to create, maintain, restore, or enhance wildlife habitat and native biological communities on the Property, provided that such activities do not have more than a limited, short term adverse effect on the Conservation Values. Prior to any such activities, Grantor must first notify Grantee and obtain Grantee's approval in accordance with **Section 6 (Grantor Notice and Grantee Approval)** of this Deed.

(2) **Agriculture.** Grantor reserves the right to [list all permitted agricultural uses such as irrigating and fertilizing forage crops, raising and cultivating forage crops and grazing cattle, sheep and other livestock in reasonably

numbers, provided that such activity does not result in overgrazing or material environmental degradation of the Property]. Grantor shall conduct all agricultural activities using stewardship and management methods that preserve the natural resources upon which agriculture is based. Long-term stewardship and management goals include preserving soil productivity, maintaining natural stream channels, preventing soil erosion, minimizing invasive species, avoiding unsustainable livestock grazing practices, and minimizing loss of vegetative cover.

(3) Timber Management. Grantor may plant non-invasive trees on the Property. Trees may be cut to control insects and disease, to control invasive non-native species, to prevent personal injury and property damage, to promote forest health, and for fire mitigation purposes including limited and localized tree and vegetation thinning and the creation of defensible space for permitted improvements. Dead trees may also be cut for firewood and other uses on the Property. Any large scale fire mitigation activities or commercial timber harvesting on the Property shall be conducted on a sustainable yield basis and in substantial accordance with a forest management plan prepared by a competent professional forester. Any large-scale fire mitigation activities or timber harvesting shall be conducted in a manner that is consistent with the Purpose. A copy of the forest management plan shall be approved by Grantee.

(4) Recreational Activities. Grantor reserved the right to engage in non-commercial, non-motorized passive recreational activities, such as horseback riding, hiking, cross-country skiing, snowshoeing, and other similar low-impact recreational uses, to be enjoyed solely by Grantor, and Grantor's family and guests. Fishing and hunting are also permitted, so long as they are undertaken in compliance with applicable state and federal laws and regulations and pursued in a manner that is consistent with the Purpose. Trails are permitted only in accordance with **Section 3C(6) (Roads and Trails)** of this Deed.

(5) Residential and Non-Residential Improvements. Improvements existing as of the Effective Date, specifically _____ within a _____ (__) acre Surveyed Building Envelope are permitted, and Grantor may maintain, repair, replace and reasonably enlarge such improvements in their current locations without Grantee's approval. Grantor reserves the right to construct or place Residential Improvements and Non-Residential Improvements, as defined below, subject to **Section 3C(5)(a) (Surveyed Building Envelope)** below. For any such improvements, Grantor shall provide prior notice to Grantee in accordance with **Section 6** of this deed, including confirmation that all construction and placement will be wholly contained within the Surveyed Building Envelope. Once constructed, Grantor may maintain, repair, replace, and reasonably enlarge such new improvements in their initially-constructed locations without Grantee's approval.

"Residential Improvements" shall mean those covered improvements containing habitable space intended for full or part-time human habitation, including but not limited to, homes, cabins, guest houses, mobile homes, yurts, tepees, and any space attached to any such improvement such as a garage or covered porch.

“**Non-Residential Improvements**” shall mean all other covered or uncovered agricultural or non-residential improvements that are not intended for human habitation, including but not limited to, barns, hay storage areas, machine shops, sheds, free-standing garages, well houses, outhouses, gazebos, picnic areas, sport courts, pools, outdoor kitchens, parking areas, and indoor and outdoor riding arenas. Grantor reserves the right to construct Minor Non-Residential Improvements, defined below, without Grantee’s approval. “**Minor Non-Residential Improvements**” shall mean minor agricultural or non-residential improvements, including but not limited to, fences (subject to the terms of **Section 3C(7) (Fences)**), corrals, hayracks, cisterns, stock tanks, stock ponds, troughs, fenced hay stacks, livestock feeding stations, hunting blinds, wildlife viewing platforms, sprinklers, water lines, water wells, ditches, information kiosks, trail markers and trash receptacles.

(a) Surveyed Building Envelope. Grantor has designated a building envelope that has been surveyed and consists of ___ acres in size, in the location depicted on **Exhibit B** (the “**Surveyed Building Envelope**”). Following notice to the Grantee pursuant to **Section 6** of this deed and confirmation that all construction will be wholly within the Surveyed Building Envelope, Grantor may construct, place, replace or enlarge Residential and Non-Residential Improvements within the Surveyed Building Envelope subject to the following limitations:

- (i) ___ maximum number of improvements
- (ii) ___ maximum square footage for each improvement and cumulative
- (iii) ___ maximum height of improvements
- (iv) Other

(b) Outside of the Surveyed Building Envelope. No construction or placement of Residential Improvements is allowed outside the Surveyed Building Envelope. Following notice to the Grantee pursuant to **Section 6** of this deed and confirmation that all construction and placement will meet the following limitations, Grantor may construct or place Non-Residential Improvements in the portion of the Property outside of the Surveyed Building Envelope subject to the following limitations:

- (i) [Type of improvements permitted]
- (ii) ___ maximum number of improvements
- (iii) ___ maximum square footage for each improvement and cumulative
- (iv) ___ maximum height of improvements
- (v) Other [placement]

(6) Roads and Trails. Maintenance of existing Roads and Trails (in existence at the time this deed is executed) is permitted. “**Roads**” shall mean any road that is graded, improved or maintained, including seasonal unimproved roads and two-track roads. “**Trails**” shall mean any unimproved or improved path, or paved or unpaved trail constructed or established by human use, but shall not include game trails established and solely utilized by wildlife.

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Construction or establishment of any new Road or Trail (one that does not exist at the time this Deed is executed) is subject to the following provisions and notice to Grantee pursuant to **Section 6 (Grantor Notice and Grantee Approval)** of this Deed:

(a) New Roads Within the Surveyed Building Envelope.

Grantor may construct Roads and parking areas within the Surveyed Building Envelope (which Roads and parking areas may be paved) to access Residential and Non-Residential Improvements expressly permitted within the Surveyed Building Envelope by **Section 3C(5)** of this Deed. Grantor shall not construct or establish any Road wider than necessary to provide access for all permitted uses or to meet County codes and other applicable local codes for width of access to improvements permitted by this Deed.

(b) New Roads Outside the Surveyed Building Envelope.

Grantor shall not construct or establish new Roads outside the Surveyed Building Envelope except the new Road depicted on **Exhibit B** to access the Surveyed Building Envelope; or, with notice and pre-approval from Grantee, such other Roads that Grantee determines are consistent with the Purpose. Grantor shall not construct or establish any Road wider than necessary to provide access for all permitted uses or to meet County codes and other applicable local codes for width of access to improvements permitted by this Deed.

(c) New Trails. Grantor shall not construct or establish any new Trail on the Property except for the new Trail to be constructed in the location depicted on **Exhibit B**, or unless Grantee pre-approves a new Trail and determines it is consistent with the Purpose.

Except for the new road depicted on Exhibit B, Grantor shall not pave or otherwise surface any existing or new Road or Trail with any impervious surface without pre-approval from Grantee and a determination by Grantee that such improvement is consistent with the Purpose.

(7) Fences. Existing fences may be maintained, repaired and replaced and new fences may be built anywhere on the Property, provided that the location and design of said fences located outside the Surveyed Building Envelope shall be compliant with then current State of Colorado wildlife standards for fencing⁵ to permit movement of wildlife across the Property and are otherwise consistent with the Purpose, including but not limited to, low profile fencing that is designed to blend with or complement the natural and scenic features of the landscape where viewed from public vantage points, and fencing that is not inconsistent with the preservation and protection of the Conservation Values of the Property.

(8) Utility Improvements.

⁵ Exceptions may be made for sheep and goats, with Grantee's written approval.

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(a) Existing Utilities. If otherwise permitted in an instrument recorded as of the Effective Date, or after notice to Grantee in accordance with **Section 6** of this Deed and subject to provisions (c) and (d) of this section, existing energy generation or transmission infrastructure and other existing utility improvements, if any, including but not limited to: (i) natural gas distribution pipelines, electric power poles, transformers, and lines; (ii) telephone and communications towers, poles, and lines; (iii) septic systems; (iv) water wells, domestic water storage and delivery systems; and (v) renewable energy generation systems including, but not limited to, wind, solar, geothermal, or hydroelectric for use on the Property (“**Utility Improvements**”), may be repaired or replaced with an improvement of similar size and type at their current locations on the Property.

(b) New Utilities. New Utility Improvements may be constructed on the Property, subject to the restrictions in (c) and (d) below. Prior to the enlargement or construction of any Utility Improvements on the Property, Grantor shall provide notice of such enlargement or construction to Grantee in accordance with **Section 6** of this Deed.

(c) Within the Surveyed Building Envelope. Grantor may enlarge or construct Existing and New Utility Improvements within the Surveyed Building Envelope for the uses permitted on the Property as determined by this Deed without permission of Grantee, provided that no Utility Improvement exceeds thirty-five (35) feet in height.

(d) Outside of the Surveyed Building Envelope. Grantor shall not enlarge or construct any Existing or New Utility Improvements outside of the Surveyed Building Envelope without Grantee’s pre-approval; except that Grantor reserves the right to construct Utility Improvements outside the Surveyed Building Envelope solely to provide utility services to the improvements permitted by this Deed subject to the following conditions: (1) Grantor must give Grantee notice pursuant to **Section 6** of this deed; (2) if Grantee determines that the proposed Utility Improvement is inconsistent with the Purpose of this deed, such improvement shall not be constructed; (3) no such Utility Improvement can exceed thirty-five (35) feet in height; and (4) any such Utility Improvements shall be located underground to the extent practicable.

(e) Following the repair, replacement, enlargement or construction of any Utility Improvements, Grantor shall promptly restore any disturbed area to a condition consistent with the Purpose.

(f) Alternative Energy.

(i) Wind, solar, and hydroelectric generation facilities that are primarily for the generation of energy for use on the Property in conjunction with those activities permitted by this Deed (collectively “**alternative energy generation facilities**”) may be constructed in accordance with this Section. Notwithstanding the foregoing, no approval of Grantee shall be required if the alternative energy generation facility permitted by this Section is located within a Surveyed Building Envelope or if

the facility is installed in conjunction with the operation of an agricultural improvement as allowed in this Deed. Any other alternative energy generation facility may only be constructed with the prior written approval of Grantee. Without limiting Grantee's right to withhold such approval in its sole discretion, factors which Grantee may consider in determining whether to grant such approval shall include, but are not be limited to, (a) whether the installation and siting would substantially diminish or impair the Conservation values, (b) the physical impact of the proposed facility on the Conservation Values, (c) the feasibility of less impactful alternatives, and (d) such other factors as Grantee may determine are relevant to the decision. The construction of alternative energy generation facilities that are not for use primarily in conjunction with those activities permitted by this Easement are prohibited anywhere on the Property. Nothing in this Section shall be construed as permitting the construction or establishment of a wind farm or commercial solar energy production facility.

(ii) Any energy generated by an alternative energy generation facility constructed in accordance with this Section that is incidentally in excess of Grantor's consumption may be sold, conveyed, or credited to a provider of retail electric service to the extent permitted by Colorado law.

(iii) In the event of technological changes or legal changes that make "expanded" alternative energy generation facilities more compatible with I.R.C. Section 170(h) or any applicable successor law, Grantee in its sole discretion may approve expanded alternative energy generation facilities that would not substantially diminish or impair the Conservation Values. Prior to approving any expanded alternative energy generation facility, Grantor shall submit an Alternative Energy Development Plan to the Grantee for its review. If the Grantee deems that the facilities proposed in the Alternative Energy Development Plan are inconsistent with the Purpose, or that the Alternative Energy Development plan does not contain sufficient information, Grantee shall not permit any expanded alternative energy generation facilities on the Property. For the purposes of this Section, the term "expanded" shall mean the development of alternative energy generation facilities to an extent that is greater than the level permitted by this **Section 3C(8)(c)**.

(9) Water Rights Included. The Parties agree that it is appropriate to encumber certain water rights beneficially used on the Property with this Deed pursuant to C.R.S. § 38-30.5-102, including all of Grantor's right, title, and interest in and to the water and water rights described in **Exhibit D** attached hereto and incorporated herein by this reference together with all associated canals, ditches, laterals, headgates, springs, wells, ponds, reservoirs, water shares and stock certificates, water allotments, contracts, units, permits, easements and rights of

way, and irrigation equipment affixed to the land (collectively, the “**Water Rights**”).

(a) Permitted Water Uses. The Parties agree that the Water Rights will be used according to their decreed terms. The Parties further agree that the Water Rights are hereby dedicated and restricted exclusively for conservation purposes, including, but not limited to, the Conservation Values of the Property, agricultural, wildlife habitat, horticultural, wetlands, recreational, forest, or other uses consistent with the protection and restoration of open land, environmental quality, or life-sustaining ecological diversity (the “**Permitted Water Uses**”).

The Permitted Water Uses specifically include:

(i) Historical Use. The Parties agree that Grantor shall have the paramount right to use and enjoy the Water Rights on the Property consistent with recent historical practices;

(ii) Instream Flow Use. The Parties agree that Grantor may enter into temporary legally enforceable water leases, contracts, emergency water loans, or similar agreements for conservation purposes, to increase instream flows and/or water levels in streams, rivers, lakes, and reservoirs to preserve or improve the natural environment of such water body(s), provided that: (1) Grantee has given its prior written consent to such arrangements; (2) that such use, in the opinion of Grantee, would not jeopardize the long-term Conservation Values of the Property; (3) that such arrangements do not permanently separate the Water Rights from the Property; (4) that such arrangements comply with current law; and

(iii) Restoration/Enhancement Use. Grantor may propose projects on the Property, including the riverbed of the Property, that prevent the degradation of, restore, and/or enhance and improve the quality of the watershed, wildlife habitat, and ecological health of the Property. These may include a change of Water Rights pursuant to C.R.S. § 37-92-302 or any successor statute (a “**Change**”) or water infrastructure construction. Such Change or construction shall be undertaken only after creation of a site specific plan for restoration/enhancement, which has been submitted to and approved by Grantee.

(iv) Grantor shall have the paramount right to use and enjoy the Water Rights on the Property consistent with recent historical practices pursuant to **Section 3C(9)(a)(i)** above to use the Water Rights to benefit instream flows pursuant to **Section 3C(9)(a)(ii)** above, and to use the Water Rights for restoration or enhancement according to the terms and conditions of an approved restoration or enhancement plan pursuant to **Section 3C(9)(a)(iii)** above. In the event that Grantor can no longer use the Water Rights in accordance with recent historical practices, the Water Rights shall be used for other Permitted Water Uses.

Grantor shall have the right to install, construct, maintain, repair, and if destroyed, reconstruct any facilities related to the Water Rights (such as gages, ditches, wells, reservoirs, recharge ponds, etc.), unless the Conservation Values of the Property would be unreasonably damaged thereby, as determined by Grantee in its reasonable discretion.

(10) Environmental Attributes. Unless otherwise provided herein, Grantor hereby reserves all Environmental Attributes associated with the Property. “**Environmental Attributes**” shall mean any and all tax or other credits, benefits, renewable energy certificates, emissions reductions, offsets, and allowances (including but not limited to water, riparian, greenhouse gas, beneficial use, and renewable energy), generated from or attributable to the conservation, preservation and management of the Property in accordance with this Deed. Nothing in this Section shall modify the restrictions imposed by this Deed or otherwise be inconsistent with the Purpose.

4. PROHIBITED USES. Any activity on or use of the Property inconsistent with the Purpose of this Conservation Easement or that would materially adversely affect the Conservation Values is prohibited, and Grantor acknowledges and agrees that it will not conduct, engage in or permit any such use or activity. Without limiting the generality of the foregoing, the following uses of, or activities on, the Property, though not an exhaustive list, are inconsistent with the Purpose and are expressly prohibited:

A. Development Rights. To fulfill the Purpose, Grantor hereby conveys to Grantee all development rights, except those expressly reserved by Grantor herein, deriving from, based upon, or attributable to the Property in any way, including but not limited to, all present and future rights to divide the Property for the purpose of development into residential, commercial, or industrial lots or units or to receive density or development credits for the same for use off of the Property (“**Grantee’s Development Rights**”). The parties agree that Grantee’s Development Rights shall be held by Grantee in perpetuity in order to fulfill the Purpose, and to ensure that such rights are forever released, terminated and extinguished as to Grantor, and may not be used on or transferred off of the Property to any other property or used for the purpose of calculating density credits or permissible lot yield of the Property or any other property.

B. Improvements.

(1) Residential, Non-Residential, and Minor Non-Residential Improvements. Grantor shall not construct or place any Residential Improvements, Non-Residential Improvements, or Minor Non-Residential Improvements on the Property except in accordance with **Section 3C(5)** of this Deed.

(2) Recreational and Commercial Improvements. Grantor shall not construct or place any new recreational improvements on the Property, including but not limited to, athletic fields, golf courses or ranges, race tracks, airstrips, helicopter pads, zip lines, or shooting ranges, except as specifically reserved in

Section 3C(4) (Recreational Activities) above. Grantor shall not construct or place any new commercial improvements on the Property.

(3) Construction of Buildings or Other Structures. The construction, reconstruction, location, placement or installation of any buildings, camping accommodations, mobile homes, or other structure, paved surface, or improvement of any kind, temporary or permanent, is prohibited, except as provided by **Section 3C(5)** above.

C. Subdivision. Division or subdivision of the Property, physically or by legal process, including partition, is strictly prohibited. At all times the Property shall be owned, conveyed and transferred subject to the terms of this Conservation Easement, and any such transfer shall convey the Property in its entirety, regardless of whether the Property now consists of separate parcels, was acquired as separate parcels, or is treated as separate parcels for property tax or other purposes.

D. Timber Harvesting and Removal of Vegetation. Except as otherwise set forth in this Deed, Grantor may not remove any vegetation, including shrubs and trees, or harvest any timber from the Property.

E. Mineral and Hydrocarbon Extraction. As of the Effective Date, Grantor owns all of the coal, oil, gas, hydrocarbons, sand, soil, gravel, rock and other minerals of any kind of description (the “**Minerals**”) located on, under, or in the Property or otherwise associated with the Property. This Deed expressly prohibits the mining or extraction of Minerals using any surface mining method. Notwithstanding the foregoing, Grantor and Grantee may permit mineral extraction utilizing methods other than surface mining if the method of extraction has a limited, localized impact on the Property that is not irretrievably destructive of the Conservation Values; provided, however, that Grantor and Grantee agree that the following provisions shall apply to any such proposed mineral extraction by Grantor or any third party, as applicable:

OR if minerals are severed:

As of the Effective Date, Grantor does not own all of the coal, oil, gas, hydrocarbons and other minerals (the “Minerals”) located on, under, or in the Property or otherwise associated with the Property. For this reason, a minerals assessment report has been completed by _____, dated _____, in compliance with I.R.C. § 170(h)(5)(B)(ii) and Treas. Reg. § 1.170A-14(g)(4). The report concludes that, as of the Effective Date, the probability of extraction or removal of Minerals from the Property by any surface mining method is so remote as to be negligible. This Deed expressly prohibits the mining or extraction of Minerals using any surface mining method. Grantor may permit subsurface access to Minerals from locations off the Property, provided that Grantor shall not permit such subsurface access to disturb the subjacent and lateral support of the Property or to materially adversely affect the Conservation Values. Notwithstanding the foregoing, Grantor and Grantee may permit mineral extraction utilizing methods other than surface mining if the method of extraction has a limited, localized impact on the Property that is not irretrievably destructive of the Conservation Values; provided, however, that Grantor and Grantee agree that the

following provisions shall apply to any such proposed mineral extraction by Grantor or any third party, as applicable.⁶

(1) Soil, Sand, Gravel and Rock. Grantor may extract soil, sand, gravel or rock, including moss rock, without further permission from Grantee so long as such extraction: (i) is solely for use on the Property for non-commercial purposes; (ii) is in conjunction with activities permitted herein, such as graveling roads and creating stock ponds; (iii) is accomplished in a manner which is consistent with the preservation and protection of the Conservation Values; (iv) does not involve disturbing by such extraction more than one half-acre (0.5 acres)⁷ of the Property at one time, and uses methods of mining that may have a limited and localized impact on the Property but are not irretrievably destructive of the Conservation Values; and (v) is reclaimed within a reasonable time by refilling or some other reasonable reclamation method for all areas disturbed including revegetation with appropriate seed mix to match the vegetation that was on-site prior to the disturbance. Reseeding should take place and plant cover established and approved by Grantor prior to additional surface mining occurring. This provision shall be interpreted in a manner consistent with I.R.C. § 170(h), as amended, and the Treasury Regulations adopted pursuant thereto.⁸¹¹

(2) Oil and Gas. Grantor, or a third party permitted by Grantor, may explore for and extract oil and gas owned in full or in part by Grantor, provided Grantor ensures that such activities are conducted in a manner that does not constitute surface mining and complies with the following conditions:

(a) The exploration for or extraction of oil, gas and other hydrocarbons is conducted in accordance with an Oil and Gas Plan, as defined below, prepared at Grantor's expense and approved in advance by Grantee. The "**Oil and Gas Plan**" shall describe: (a) the specific activities proposed; (b) the specific land area to be used for well pad(s), parking, staging, drilling, and any other activities necessary for the extraction of oil and gas, and the extent of the disturbance of such land area before and after reclamation; (c) the location of facilities, equipment, roadways, pipelines and any other infrastructure to be located on the Property; (d) the method of transport of oil or gas produced from the Property; (e) the method of disposal of produced water, mining byproducts and hazardous chemicals produced by or used in the exploration and development of the oil or gas; (f) the proposed operation restrictions to minimize impacts on the Conservation Values, including noise and dust mitigation and any timing restrictions necessary to minimize impacts to wildlife; (g) the reclamation measures necessary to minimize disturbance to and reclaim the surface of the Property, including restoring soils to the original contours and replanting and re-establishing native vegetation using specific seed mixes and processes to

⁶ If Grantor owns some but not all of the mineral rights associated with the property, a combination of these two paragraphs is appropriate.

⁷ A smaller area may be appropriate for smaller properties.

⁸¹¹ This paragraph is only appropriate where Grantor has reserved limited development and/or road construction rights. It should be deleted if there is no reserved development on the Property.

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ensure successful re-vegetation of the Property, including and in addition to those measures required by law; and (h) remedies for damages to the Conservation Values, (i) and looks to minimize the number of roads, well pads, and other infrastructure to the degree possible.

(b) No tank batteries, refineries, secondary production facilities, compressors, gas processing plants, or other similar facilities may be located on the Property.

(c) Areas of surface disturbance shall be mitigated promptly in accordance with the Oil and Gas Plan.

(d) Travel for the purpose of oil or gas development shall be restricted to existing roads or to new roads approved in advance in writing by Grantee as part of the Oil and Gas Plan.

(e) Well facilities and pipelines shall either be placed underground, or screened or concealed from view by the use of existing topography, existing native vegetation, newly planted but native vegetation, and/or use of natural tone coloring. Pipelines shall be located along or under existing roadways to the maximum extent possible.

(f) Drilling equipment may be located above-ground without concealment or screening, provided that such equipment shall be promptly removed after drilling is completed.

(g) Any soil or water contamination due to the exploration for or extraction of oil or gas must be promptly restored and remediated at the expense of Grantor.

(h) Any produced water, mining byproducts or hazardous chemicals produced by or used in the exploration and development of the oil or gas shall not be stored or disposed of on the Property.

(i) Flaring to enhance oil production is prohibited; flaring for emergencies is permitted.

(j) Grantor shall not allow use of the Water Rights for any oil and gas activities.

(k) Grantee shall be released, indemnified and held harmless from any liabilities, damages, or expenses resulting from any claims, demands, costs or judgments arising out of the exercise of any rights by Grantor, any lessees or other third parties relating to the exploration for or extraction of oil, gas or hydrocarbons.

(l) Grantor shall restore the well pad to the smallest footprint required post drilling as soon as initial drilling operations cease.

(3) Third-Party Mineral Extraction. If a third party owns all, or controls some, of the Minerals, and proposes to extract Minerals from the Property, Grantor shall immediately notify Grantee in writing of any proposal or contact from a third party to explore for or develop the Minerals on the Property. Grantor shall not enter into any lease, surface use agreement, no-surface occupancy agreement, or any other instrument related to Minerals associated with the Property (each, a “**Mineral Document**”), with a third party subsequent to the Effective Date without providing a copy of the same to Grantee prior to its execution by Grantor and subject to Grantee’s review and approval. Any Mineral Document shall require that Grantor provide notice to Grantee whenever notice is given to Grantor, require the consent of Grantee for any activity not specifically authorized by the instrument, and give Grantee the right, but not the obligation, to object, appeal and intervene in any action in which Grantor has such rights. Any Mineral Document must either (i) prohibit any access to the surface of the Property or (ii), must (a) limit the area(s) of disturbance to a specified area(s); (b) include provisions that ensure that the proposed activities have a limited, localized impact on the Property that is not irretrievably destructive of the Conservation Values; and (c) contain a full description of the activities proposed, a description of the extent of disturbance, the location of facilities, equipment, roadways, pipelines and any other infrastructure, the proposed operation restrictions to minimize impacts on the Conservation Values, including noise and dust mitigation and any timing restrictions necessary to minimize impacts to wildlife, reclamation measures including and in addition to those required by law, and remedies for damages to the Conservation Values. Any Mineral Document that only permits subsurface access to Minerals but prohibits any access to the surface of the Property shall also prohibit any disturbance to the subjacent and lateral support of the Property, and shall not allow any use which would materially adversely affect the Conservation Values.

(4) This **Section 4E** shall be interpreted in a manner consistent with I.R.C. § 170(h) and the Treasury Regulations adopted pursuant thereto.

F. Topographical Changes. No excavating, grading, cut and fill, berming or other similar topographical changes shall occur on the Property, except in connection with the construction of permitted improvements, if any.

G. Erosion or Water Pollution. Any activity or use that causes or is likely to cause significant soil degradation or erosion or significant pollution of any surface or subsurface waters is prohibited.

H. Waste Disposal. The disposal or storage of rubbish; garbage; debris; vehicles, implements and equipment not in regular use or parts thereof; or other unsightly or offensive material on the Property is prohibited.

I. Hazardous Materials. The storage, dumping or other disposal of hazardous and/or toxic materials, industrial wastes or other similar materials on the Property is prohibited.

J. Retail, Commercial or Industrial Activity. Retail, commercial and industrial uses are prohibited on the Property, except as provided below in **Section 4J(1)**, without prior approval and a determination by the Grantee in writing that such use does not negatively impact the Conservation Values.

(1) Commercial uses are allowed, as long as they are conducted in a manner that is consistent with I.R.C. § 170(h) and the Purpose. Without limiting other potential commercial uses that meet the foregoing criteria, the following uses are allowed:

(a) Producing, processing or selling plants, animals, or other farm or ranch products that are predominantly grown or raised outdoors on the Property, including forages, sod crops, grains, feed crops, field crops, berries, herbs, flowers, seeds, grasses, nursery stock, fruits, vegetables, aquaculture, trees, and other similar uses and activities;

(b) Breeding and grazing livestock, such as cattle, horses, sheep, swine, and similar animals;

(i) Livestock grazing shall be conducted at sustainable stocking rates (to be estimated in consultation with Colorado State University ("CSU") Cooperative Extension Services, United States Department of Agriculture ("USDA") Natural Resources Conservation Service, or other technical advisory, as necessary), consistent with preservation of the Conservation Values of the Property.

(c) Customary rural enterprises, such as farm machinery repair or livestock veterinary services, conducted within the Surveyed Building Envelope;

(d) Home occupations or similar enterprises conducted by and in the home of a person residing on the Property; and

(e) Hunting, fishing, and wildlife viewing.

The foregoing descriptions of allowed commercial uses notwithstanding, commercial feed lots and other intensive growth livestock farms, such as dairy, swine, or poultry farms, are inconsistent with the Purpose and are prohibited. For purposes of this Easement, "**commercial feed lot**" is defined as a permanently constructed confined area or facility within which the Property is not grazed or cropped annually, and which is used and maintained for purposes of engaging in the commercial business of the reception and feeding of livestock.

K. Signs and Billboards. No commercial signs, billboards, awnings, or advertisements shall be displayed or placed on the Property. Grantor may install appropriate "For Sale" or "For Lease" signs alerting the public to the availability of the

Property for purchase or for lease, "No Trespassing" or "No Hunting" signs, appropriate and customary ranch or pasture identification signs, signs regarding the private leasing of the property for hunting, fishing, or other low impact recreational uses, or signs notifying the public of the existence of a conservation easement, provided however that any such signs be located and designed in a manner consistent with the Purpose. Grantee shall erect one or more signs visible from the nearest public roadway, or from an alternative location approved by the County, identifying the County's Grant and investment in this Property to the public.

L. Outdoor Lighting. Except for existing lighting not in conformity with this requirement, all external lighting shall be located within the Surveyed Building Envelope or in areas to illuminate driveways or structures permitted outside of any Surveyed Building Envelope, and shall comply with local lighting ordinances. Any new or replacement lighting shall be what is now referred to as dark-sky lighting as updated.

M. Motorized Vehicles. No dunebuggies, motorcycles, all-terrain vehicles, snowmobiles or any other types of motorized vehicles may be operated or ridden "off road" on the Property, except as may be necessary for the conduct of such land maintenance activities as may be permitted by this Conservation Easement.

N. Restriction on Water Rights. Except as permitted by **Section 3C(9)(a) (Permitted Water Uses)**, Grantor may not: (i) Change the Water Rights to or use the Water Rights for municipal, industrial, commercial, or any other new uses; (ii) Change the Water Rights for use other than on the Property; (iii) sell or lease the Water Rights, or encumber them separately from the Property or otherwise legally separate them from the Property; or (iv) have the points of diversion, or the type or place of use within or without the Property changed, except after Grantor's receipt of a written determination by Grantee that such changes are consistent with the Permitted Uses or will not materially impair the Conservation Values of the Property. Grantor shall not, without the prior written approval from Grantee, which approval shall not be unreasonably withheld, construct, or permit others to construct, any new diversion, storage, or other water structures upon the Property; develop any conditional water rights for use on the Property; or otherwise undertake any new development of water resources for use on the Property.

(f) Change of Conditions. Grantor expressly waives any claim to use, change or transfer all or any part of the Water Rights other than as provided in this Deed, regardless of any future change in circumstances, change in values, or other reasons, based on any theory of reasonable accommodation or other theory that would release any or all of the Water Rights from the provisions of this Deed without Grantee's express written consent, which can be granted, withheld, or conditioned by each in their sole discretion.

(g) Protection of Water Rights. In order to preserve and protect the Conservation Values of the Property, Grantor shall not abandon or allow the abandonment of any of the Water Rights, by action or inaction. Grantor shall annually report to Grantee the nature and extent of use of the Water Rights during the prior year, such report need not be in writing, but shall include copies of any reports submitted to the State or Division Engineer or Water Commissioner by Grantor. Grantor shall provide Grantee a copy of any written notice received by

Grantor from any state water official concerning the use, or possible abandonment, of the Water Rights.

If the Water Rights appear on the decennial abandonment list as provided by C.R.S. § 37-92-401 or any successor statute or Grantee determines that the Water Rights are otherwise subject to a threat of abandonment, Grantee shall give Grantor written notice of such threat of abandonment and shall meet with Grantor to discuss the matter. If, and only if, Grantor fails to cure the threat of abandonment within 90 days of receiving such notice from Grantee, Grantee shall, in addition to any other remedies available to Grantee under this Deed or law, have the right to (1) enter the Property and undertake any and all actions reasonably necessary to continue the historical use of the Water Rights, if desired by Grantee; and (2) seek removal of the Water Rights from the decennial abandonment list. If the Water Rights remain subject to abandonment, Grantee may, after consultation with Grantor, seek to Change the Water Rights to another Permitted Water Use. Grantor agrees to cooperate in any manner necessary to accomplish such changes, and authorizes and appoints Grantee as its agent and attorney-in-fact to file for and obtain any administrative or judicial approvals required to effectuate such changes.

(h) Recording Encumbrance on Stock Certificates. If the Water Rights include any shares in ditch or reservoir companies, Grantor shall promptly submit the related stock certificate(s) to the appropriate ditch or reservoir company for inclusion of the following notation thereon: "These shares are subject to the terms and restrictions set forth in the Deed of Conservation Easement from _____ to _____ recorded in the Real Property Records of Larimer County, Colorado on _____, 20__ at Reception No. _____." A copy of the reissued stock certificate(s) shall be promptly provided by Grantor to Grantee.

5. LAND STEWARDSHIP PLAN. Grantor and Grantee acknowledge that the preservation and protection of the Conservation Values as contemplated under this Easement requires careful and thoughtful stewardship of the Property. Accordingly, Grantor and Grantee agree to jointly prepare a written plan ("**Land Stewardship Plan**") within one year of the Effective Date of this Deed, detailing requirements for the preservation and protection of the Conservation Values regarding: agricultural, timber, mining, water, wildlife, weed control or other management practices, as appropriate. Grantor shall comply with the requirements established in the Land Stewardship Plan. The Parties will cooperate in an effort to update the Land Stewardship Plan if either Party determines an update is necessary.

6. GRANTOR NOTICE AND GRANTEE APPROVAL. The purpose of requiring Grantor to notify Grantee prior to undertaking certain permitted activities is to afford Grantee an opportunity to ensure that the activities in question are designed and carried out in a manner consistent with the Purpose. Whenever notice is required, Grantor shall notify Grantee in writing within a reasonable period of time prior to the date Grantor intends to undertake the activity in question. The notice shall describe the nature, scope, design, location, timetable, and any other material aspect of the proposed activity in sufficient detail to permit Grantee to make an informed judgment as to its consistency with the Purpose. Where Grantee's approval is required, Grantor shall not undertake the requested activity until Grantor has received Grantee's approval in writing. Grantee shall grant or withhold its approval in writing within a reasonable period of time within

receipt of Grantor's written request thereof and submittal of sufficient supporting details as described above. Grantee's approval may be withheld only upon Grantee's reasonable determination that the activity as proposed is not consistent with the Purpose or the express terms of this Easement, unless this Easement provides that approval for a particular request may be withheld in the sole discretion of the Grantee.

Except Any notice, demand, request, consent, approval or communication required by this Deed shall be in writing and shall be personally delivered to or sent by certified mail, with return receipt requested, addressed as follows unless a party has been notified in writing by the other party by a change of address:

GRANTOR: _____

GRANTEE: Larimer County Natural Resources
1800 S. County Road 31
Loveland, Colorado 80537

7. RESPONSIBILITIES OF GRANTOR AND GRANTEE NOT AFFECTED. Other than as specified herein, this Conservation Easement is not intended to impose any legal or other responsibility on Grantee, or in any way to affect any existing obligation of Grantor as owner of the Property. Among other things, this shall apply to:

(a) Taxes. Grantor shall pay before delinquency all taxes, assessments, fees, and charges of whatever description levied on or assessed against the Property by competent authority (collectively "**taxes**"), including any taxes imposed upon, or incurred as a result of, this Deed, and shall furnish Grantee with satisfactory evidence of payment upon request.

(b) Maintenance and Insurance. Grantor retains all responsibilities and shall bear all costs and liabilities of any kind related to the ownership, operation, upkeep, and maintenance of the Property, including weed control and eradication and including the maintenance of adequate general liability insurance coverage. Grantor shall keep the Property free of any liens arising out of any work performed for, materials furnished to, or obligations incurred by Grantor.

8. GRANTOR'S INDEMNIFICATION. Grantor shall release, indemnify, defend, and hold Grantee and the members, officers, directors, employees, agents, contractors and permitted assignees (collectively, the "**Indemnified Parties**") harmless from and against any and all liabilities, penalties, costs, losses, damages, expenses, causes of action, claims, demands, or judgments, including, without limitation, reasonable attorneys' fees, consultant's fees and interest, arising from or in any way related to: (i) injury to or the death of any person, or physical damage to any property, resulting from any act, omission, condition, or other matter related to or occurring on or about the Property, regardless of cause, unless due solely to the negligence or intentional acts of any of the Indemnified Parties; (ii) the obligations specified in **Section 4 (Prohibited Uses)** and **Subsections 7(a) (Taxes) and 7(b) (Maintenance and Insurance)** above; (iii) the costs and expenses incurred by Grantee in enforcement of this Conservation Easement, including, without limitation, costs and expenses of suit, attorneys fees, and any costs of restoration necessitated by Grantor's violation of the terms of this Easement, unless Grantor prevails then each party pays its own costs and attorneys fees, except that if the deciding body determines that Grantee's legal action

was frivolous or groundless, Grantee shall pay Grantor's costs and attorney fees in defending the legal action; (iv) the violation or alleged violation of, or other failure to comply with, any federal, state or local environmental law or regulation relating to hazardous or toxic substances by any person other than any of the Indemnified Parties, in any way affecting, involving or relating to the Property, except to the extent such violations or alleged violations are caused by the acts or omissions of any of the Indemnified Parties on the Property; or (v) the presence or release in, on, from, or about the Property, at any time, of any hazardous or toxic substance unless caused solely by any of the Indemnified Parties. Notwithstanding the foregoing, no Grantor shall be liable for actions solely occurring subsequent to the Grantor's transfer of the Property to a subsequent Grantor.

9. GRANTEE'S STATUS UNDER ENVIRONMENTAL LAWS. Without limiting the foregoing, nothing in this Deed shall be construed as giving rise to any right or ability in Grantee, nor shall Grantee have any right or ability, to exercise physical or managerial control over the day-to-day operations of the Property, or otherwise to become an operator with respect to the Property within the meaning of The Comprehensive Environmental Response, Compensation, and Liability Act of 1980 (CERCLA) as amended or any similar law or regulation.

10. ENFORCEMENT. Grantee shall have the right to prevent and correct or require correction of violations of the terms and purposes of this Deed. Grantee may enter the Property as provided in subparagraph 2(b) for the purpose of inspecting for violations. If Grantee finds what it believes to be a violation, Grantee shall immediately notify Grantor by any means reasonably calculated to bring the nature of the alleged violation promptly to Grantor's attention, such as by email, telephone, or in person. Grantee will follow up the initial notification with a written notice.

Upon receipt of the initial notification, Grantor shall immediately cease the alleged violation and either (a) if necessary, restore or remediate the Property to its condition prior to the violation; (b) provide a written plan for restoration and remediation of the Property acceptable to Grantee; or (c) provide a written explanation, acceptable to Grantee, why the alleged violation should be permitted. If Grantor believes the alleged violation should be permitted to resume, and provides a written explanation pursuant to 10(c) above, the Parties agree to meet as soon as possible to discuss the alleged violation and attempt to resolve their differences.

If Grantor is unable or unwilling to immediately cease the alleged violation in compliance with the above, and/or fails to comply with (a), (b) or (c) of the previous paragraph, Grantee may take appropriate legal action. Notwithstanding the foregoing, when Grantee, in its sole discretion, determines there is an ongoing or imminent violation that could irreversibly diminish or impair the Conservation Values, Grantee may, at its sole discretion, take appropriate legal action without prior notice to Grantor. Grantor may seek any relief it deems necessary to conserve the Conservation Values, including but not limited to injunctive relief, and all remedies described in this paragraph shall be cumulative and shall be in addition to all remedies now or hereafter existing at law or in equity, including the right to recover any damages for loss of scenic or environmental values.

12. GRANTEE'S DISCRETION. Enforcement of the terms of this Conservation Easement and approvals required from the Grantee as described herein shall be at the sole discretion of Grantee, and any forbearance by Grantee to exercise its rights under this Conservation Easement in the event of any breach of any term of this Conservation Easement by Grantor shall not be deemed or construed to be a waiver by Grantee of such term or of any subsequent breach of the same or any other term of this Conservation Easement or of any of Grantee's rights under this Conservation Easement. No failure of Grantee to discover a violation or delay or omission by Grantee in the exercise of any right or remedy upon any breach by Grantor shall impair such right

or remedy or be construed as a waiver. Grantor hereby waives any defenses available to Grantor under CRS § 38-41-119 and the defenses of laches, estoppel or prescription, including the one-year statute of limitations for commencing an action to enforce the terms of a building restriction or to compel the removal of any building or improvement because of the violation of the same under C.R.S. § 38-41-119, et seq.

13. ACTS BEYOND GRANTOR'S CONTROL. Nothing contained in this Conservation Easement shall be construed to entitle Grantee to bring any action against Grantor for any injury to or change in the Property resulting from causes beyond Grantor's control, including, without limitation, fire, flood, storm, earth movement, acts of third parties or government authority legally authorized to act by recorded instrument or other legally established rights, or from any prudent action taken by Grantor under emergency conditions to prevent, abate, or mitigate significant injury and damage to the Property and to neighboring properties resulting from such causes. Notwithstanding the foregoing, Grantor shall take reasonable efforts to prevent third parties from performing, and shall not knowingly allow third parties to perform, any act on or affecting the Property that is inconsistent with the Purpose.

14. REAL PROPERTY INTEREST. This Deed constitutes a real property interest immediately vested in Grantee. The Parties stipulate that, based on a qualified appraisal, this Deed (which includes the value of Grantee's Development Rights) has a fair market value equal to _____ percent (___%) of the full unencumbered fair market value of the Property (the "**Easement Value Percentage**"). The values at the time of this Deed shall be those values used to calculate the deduction for federal income tax purposes allowable by reason of this Grant, pursuant to I.R.C. § 170(h), whether or not Grantor claims any deduction for federal income tax purposes. For the purposes of this Deed, the ratio expressed by Easement Value Percentage shall remain constant.

14. TRANSFER OF EASEMENT. Grantee shall have the right to transfer the Conservation Easement created by this Deed and assign its rights and obligations hereunder to any public agency or private nonprofit organization that, at the time of transfer, is a "**qualified organization**" under I.R.C. § 170(h), and under C.R.S. § 38-30.5-101, et seq., and only if the assignee agency or organization expressly agrees to assume the responsibility imposed on Grantee by this Conservation Easement. If Grantee ever shall cease to exist or no longer qualifies under federal or state law, a court with jurisdiction shall transfer the Grantee's rights and obligations under this Conservation Easement to another qualified organization having similar purposes that agrees to assume the responsibility.

15. TRANSFER OF THE PROPERTY. Grantor shall incorporate by reference the terms and conditions of this Deed in any deed or other legal instrument by which it divests itself of any interest in all or a portion of the Property. The failure of Grantor to perform any act required by this Section shall not impair the validity of this Deed or limit its effect or enforceability in any way.

16. CHANGE OF CIRCUMSTANCES. A change in the potential economic value of any use that is prohibited by or inconsistent with this Deed, or a change in any current or future uses of neighboring properties, shall not constitute a change in conditions or circumstances that make it impossible for continued use of the Property, or any portion thereof, for conservation purposes and shall not constitute grounds for terminating the Deed in whole or in part. In conveying this Deed, the Parties have considered the possibility that uses prohibited or restricted by the terms of this Deed may become more economically valuable than permitted uses, and that neighboring

or nearby properties may in the future be put entirely to such prohibited or restricted uses. It is the intent of Grantor and Grantee that any such changes shall not be deemed to be circumstances justifying the termination or extinguishment of this Deed, in whole or in part. In addition, the inability of Grantor, or Grantor's heirs, successors, or assigns, to conduct or implement any or all of the uses permitted under the terms of this Deed, or the unprofitability of doing so, shall not impair the validity of this Deed or be considered grounds for its termination or extinguishment, in whole or in part.

17. CONDEMNATION OR OTHER EXTINGUISHMENT; PROCEEDS.

If this Conservation Easement is taken, in whole or in part, by exercise of the power of eminent domain, or if circumstances arise in the future that render all of the purposes of this Easement impossible to accomplish, this Easement can only be terminated or extinguished, whether in whole or in part, by judicial proceedings in a court of competent jurisdiction. Each party shall promptly notify the other party in writing when it first learns of such circumstances. Grantee shall be entitled to compensation of its interest in accordance with applicable law from any sale, exchange, condemnation, or other involuntary or voluntary conversion of all or any portion of the Property subsequent to such termination or extinguishment. As required by Treasury Regulation Sec. 1.170A-14(g)(6), Grantee's compensation shall be a portion or percentage of the gross proceeds from any sale, exchange, condemnation, or other involuntary or voluntary conversion of all or a portion of the Property subsequent to such termination or extinguishment that represents an amount that is at least equal to the Easement Value Percentage multiplied by the fair market value of the unencumbered fee simple interest (excluding the value of any improvements) in the portion of the Property that will no longer be encumbered by this Easement. Grantee shall not voluntarily accept proceeds equal to less than the full fair market value of the affected Property unrestricted by this Easement without the approval of Grantee. Grantee shall use such proceeds in a manner consistent with the conservation purposes of this Deed or the mission of the Grantee.

18. ACCESS BY PUBLIC. No right of access by the general public to any portion of the Property is conveyed by this Conservation Easement.

19. AMENDMENT. If circumstances arise under which an amendment to or modification of this Conservation Easement would be appropriate, Grantor and Grantee may jointly amend this Conservation Easement; so long as the amendment (i) is consistent with the Conservation Values and Purpose of this Easement, (ii) does not affect the perpetual duration of the restrictions contained in this Deed, (iii) does not affect the qualifications of this Deed under any applicable laws, and (iv) complies with Grantee's procedures and standards for amendments, including the Conservation Easement Amendment Procedure as it may be amended from time to time. Any amendment must be in writing, signed by the Parties, and recorded in the records of the Clerk and Recorder of the county or counties in which the Property is located. Nothing in this Section shall be construed as requiring Grantee to agree to any particular proposed amendment.

20. DEED CORRECTION. The Parties shall cooperate to correct mutually acknowledged errors in this Deed (and exhibits hereto), including typographical, spelling, or clerical errors. Such correction shall be by recorded written agreement signed by the Parties.

20. JURISDICTION. Any mediation or arbitration concerning this Conservation Easement shall take place in Larimer County, Colorado, or other location mutually agreed to by the parties, and only upon consent from Grantee. Any court action concerning this Conservation

Easement shall take place in the District Court for Larimer County, Colorado, and Grantor and Grantee hereby consent to personal jurisdiction in Larimer County, Colorado.

21. CONTROLLING LAW; LIBERAL CONSTRUCTION. The interpretation and performance of this Conservation Easement is governed by the laws of the State of Colorado. Any general rule of construction to the contrary notwithstanding, this Conservation Easement shall be liberally construed in favor of the grant to effect the Purpose and the policy and purpose of C.R.S. §38 30.5 101, et seq. If any provision in this instrument is found to be ambiguous, an interpretation consistent with the Purpose that would render the provision valid shall be favored over any interpretation that would render it invalid.

22. PERPETUAL DURATION; AGENTS, SUCCESSORS AND ASSIGNS. The Conservation Easement created by this Deed shall be a servitude running with the land in perpetuity. Every provision of this Deed that applies to Grantor or Grantee shall also apply to, be binding upon, and inure to the benefit of their personal representatives, heirs, successors, agents, assigns and all other successors as their interests may appear.

23. RECORDATION. Grantee shall record this instrument in a timely fashion in the official records of each county or counties in which the Property is situated, and may re-record it at any time as may be required to preserve its rights in this Deed.

24. GRANTOR'S TITLE WARRANTY. Grantor warrants that it has good and sufficient title and legal and physical access to the Property, and Grantee has access to the Property for the purposes described in this Conservation Easement.

(a) Existing Liens. Grantor warrants that any mortgages, deeds or Grantee or monetary liens encumbering the Property are subordinate to all rights of Grantee under this Conservation Easement, including the right of Grantee to its proportionate percentage of the Grantor's interest in any (a) insurance proceeds a result of any casualty, hazard or accident occurring to or about the Property, and (b) proceeds of condemnation or involuntary taking, and hereby promises to defend the same against all claims from any persons.

(b) Subsequent Liens. No provisions of this Deed shall be construed as impairing the ability of Grantor to use this Property as collateral for subsequent borrowing, provided that any deed of trust, mortgage or lien arising from such a borrowing shall be subordinate to this Deed for all purposes so that any such instrument expressly shall be deemed to have been recorded after this Deed and so that any foreclosure of such instrument shall not affect any provision of this Deed, including, without limitation, its perpetual nature, and the payment of proceeds, as described in **Section 17 (Condemnation)** above, including but not limited to the limitation of **Section 4C (Subdivision)**.

25. GRANTOR'S ADDITIONAL REPRESENTATIONS AND WARRANTIES; REMEDIATION.

(a) Grantor represents and warrants that, after reasonable investigation and to the best of Grantor's knowledge:

(i) There are no apparent or latent defects in or on the Property;

(ii) Grantor and the Property are in compliance with all federal, state, and local laws, regulations, and requirements applicable to the Property and its use, including without limitation all federal, state, and local environmental laws, regulations and requirements;

(iii) There has been no release, dumping, burying, abandonment or migration from off-site onto the Property of any substances, materials, or wastes that are designated as hazardous, toxic, dangerous, or harmful, or contain components that are, or are designated as, hazardous, toxic, dangerous, or harmful, and/or that are subject to regulation as hazardous, toxic, dangerous, or harmful by any federal, state or local law, regulation, statute, or ordinance;

(iv) There is no pending or threatened litigation affecting the Property or any portion of the Property that will materially impair the Conservation Values of any portion of the Property. No civil or criminal proceedings have been instigated or are pending against Grantor or its predecessors by government agencies or third parties arising out of alleged violations of environmental laws, and neither Grantor nor its predecessors in interest have received any notices of violation, penalties, claims, demand letters, or other notifications relating to a breach of environmental laws.

(b) If, at any time, there occurs, or has occurred, a release in, on, or about the Property of any hazardous or toxic substance, Grantor agrees to take all steps necessary to assure its containment and remediation, including any cleanup that may be required, unless the release was caused by Grantee, in which case Grantee will be responsible for remediation.

26. ACCEPTANCE. Grantee hereby accepts without reservation the rights and responsibilities conveyed by this Conservation Easement.

27. TAX BENEFITS. Grantor acknowledges that Grantor is responsible for obtaining legal and accounting counsel to advise Grantor regarding the applicability of federal or state tax benefits that might arise from the bargain sale (sale at less than fair market value) or donation of the Deed. Grantee makes no representation or warranty that Grantor will receive tax benefits for the bargain sale or donation of the Deed.

28. EFFECTIVE DATE. The “**Effective Date**” of this Conservation Easement shall be the date of its recording in the county records in which the Property is located.

29. GENERAL PROVISIONS.

(a) Entire Agreement. The Recitals above are a material part of this Deed and are incorporated into this Deed. This instrument sets forth the entire agreement of the Parties with respect to the Deed and supersedes all prior discussions, negotiations, understandings, or agreements relating to the Deed, all of which are merged herein.

(b) Severability. If any provision of this Deed, or the application thereof to any person or circumstance, is found to be invalid, the remainder of the provisions of this

EXHIBIT C
TO INERGOVERNMENTAL AGREEMENT

Deed, or the application of such provision to persons or circumstances other than those as to which it is found to be invalid, as the case may be, shall not be affected thereby.

(c) Captions. The captions in this Deed have been inserted solely for convenience of reference and are not a part of this instrument and shall have no effect upon construction or interpretation.

(d) Joint Obligation. The obligations imposed upon Grantor and Grantee of this Deed shall be joint and several in the event that more than one entity or individuals holds either interest at any given time.

(e) No Forfeiture. Nothing contained in this Deed will result in either (i) a forfeiture of this Conservation Easement or reversion to Grantor of any rights conveyed hereby, or (ii) a forfeiture or reversion of Grantor's title in any respect.

(f) No Third Party Beneficiaries. This Deed is entered into by and between Grantor and Grantee, and is solely for the benefit of Grantor and Grantee and their respective successors and assigns for the purposes set forth herein, and does not create rights or responsibilities in any third parties beyond Grantor, Grantee.

(g) No Goods or Services Provided. Grantee acknowledges receipt and acceptance of this Conservation Easement encumbering the Property, for which no goods or services were provided.

(h) Non-Merger. Unless Grantor and Grantee expressly state in writing that they intend a merger of estates or interests to occur, then no merger shall be deemed to have occurred hereunder or under any documents executed in the future affecting this Conservation Easement.

(i) Termination of Rights and Obligations. Provided a transfer is permitted by this Deed, a Party's rights and obligations under the Deed terminate upon transfer of the Party's interest in the Deed or Property, except that liability for acts or omissions occurring prior to transfer shall survive transfer.

(j) Colorado Governmental Immunity. No term or condition herein is intended nor shall be interpreted as a waiver of any provision or benefit of the Colorado Governmental Immunity Act or any other immunities or limitations available to the Grantee by law.

30. AUTHORIZATION. Each Party represents to the other that such Party has full power and authority to execute, deliver, and perform this Deed, that the individual executing this Deed on behalf of said Party is fully empowered and authorized to do so, and that this Deed constitutes a valid and legally binding obligation of said Party enforceable against said party in accordance with its terms.⁹

TO HAVE AND TO HOLD this Conservation Easement unto Grantee, its successors and assigns, forever.

⁹ A current Statement of Authority should be recorded prior to recording of this Deed for any party that is an artificial entity, e.g. corporation, LLC, LLLC, Trust, etc.

**EXHIBIT A
TO
DEED OF CONSERVATION EASEMENT
FROM
_____ GRANTOR
TO
LARIMER COUNTY GRANTEE**

(Legal Description of Property)

SAMPLE

EXHIBIT B
TO
DEED OF CONSERVATION EASEMENT
FROM
_____ **GRANTOR**
TO
LARIMER COUNTY GRANTEE

(Surveyed Map of the Property – including Surveyed Building Envelopes and other areas designated herein)

SAMPLE

**EXHIBIT C
TO
DEED OF CONSERVATION EASEMENT
FROM
_____ GRANTOR
TO
LARIMER COUNTY GRANTEE**

(Baseline Acknowledgement)

SAMPLE

EXHIBIT D
TO
DEED OF CONSERVATION EASEMENT
FROM

GRANTOR
TO
LARIMER COUNTY GRANTEE

Water Rights

[When the water rights to be included in the conservation easement can be described with specificity, include as much detail as possible, i.e., name of water right, source of water, amount, court and case number, date(s) of appropriation and date(s) of adjudication, well permit number(s), allotment contract(s), and/or certificate number(s) for shares in ditch and reservoir companies.]

[When the water rights to be included in the conservation easement cannot be described with specificity, but the intent of the Parties is to include all of the water rights.] The “**Water Rights**” consist of all of Grantor’s right, title, and interests in any and all water and water rights of any kind or nature historically used on the Property, together with all canals, ditches, laterals, headgates, springs, ponds, reservoirs, water allotments, water shares and stock certificates, contracts, units, permits, wells, easements and rights of way, and irrigation equipment associated therewith. The Water Rights include surface water rights and groundwater rights (tributary, nontributary, not nontributary, and designated), whether decreed or undecreed.

Admin Matters DISCUSSION AGENDA Request

SUBMISSION DEADLINE: 12:00 noon on the Thursday preceding the requested meeting date

If you plan to make a presentation, please bring it on a flash drive **or** bring your own laptop (to retrieve your documents from the network wirelessly).

If you have handouts, please bring a minimum of 5 copies, plus the quantity you need for your own use.

PLEASE FILL IN ALL FIELDS COMPLETELY - replace <Enter Text Here> with your text and delete brackets < >. If not applicable, enter N/A (Please DO NOT change any formatted features on this form.)

Type of Meeting: Admin Matters DISCUSSION AGENDA

Person(s) Requesting Item for Discussion

Submitted by: Heidi Pruess, Manager, Office of Sustainability and Climate

Preferred Appearance Date: July 30, 2024

Time Requested (15-minute max): 10 minutes

Purpose of Agenda Item (choose one):

- Information Only
- Policy decision needed by BCC
- Other (specify): Grant Application Approval

Before Presenting an Agenda Item, you must have previously (check if done):

- Consulted with the County Manager
- Considered alternatives to the proposal
- Notified and coordinated with partners and other interested parties as appropriate

List relevant organizations or individuals: Town of Estes Park

Objective (this will be the subject of your item on the published agenda):

CO Energy Efficiency and Conservation Block Grant Program application

Summary of Problem/Issue/Request (include any previous history with the BCC or other Advisory Board, if applicable):

DESCRIPTION: This grant would provide capacity building for Larimer County to support Climate Smart Future Ready Action Teams, the Town of Johnstown development of both an operational and community greenhouse gas inventory, and the Town of Estes Park in the development of an operational greenhouse gas inventory and Climate Action Plan.

Proposal (describe proposed solution/opportunity):

Climate Smart Future Ready has 19 actions and 6 of those action teams directly impacting the community greenhouse gas emissions have very active teams in need of additional support working on scopes of projects and collaborative initiatives. This work is supported by partners in the community and the County Strategic Plan and therefore additional support for these action teams is warranted. Creating additional capacity for the Town of Johnstown to better engage in Climate Smart Future Ready, an operational and community greenhouse gas inventory would be created. Additionally, the Town of Estes Park has within their Strategic Plan the development of a Climate Action Plan and as the largest greenhouse gas emission contributor with over 5 million visitors a year, this plan would have impact on the Climate Smart Future Ready greenhouse gas reduction goals. This grant application is a capacity building opportunity to support both of these initiatives by hiring staff for the next 3-year period via the CO Energy Efficiency Conservation Block Grant program that does not require matching funds.

Authorization for New Regular Position Requested: No

Funding (check all that apply):

<input checked="" type="checkbox"/>	No funding needed
<input type="checkbox"/>	Funding absorbed in existing budget / provide budget coding: <Enter Text Here>
<input type="checkbox"/>	New funding allocation required (check all that apply):
<input type="checkbox"/>	General Fund
<input type="checkbox"/>	Grant Revenue
<input type="checkbox"/>	Increased Revenues
<input type="checkbox"/>	Fund Balance (not General Fund)
<input type="checkbox"/>	Other (explain): <Enter Text Here>

Advantages: Two staff positions that would support greenhouse gas reduction efforts that would assist in meeting the Climate Smart Future Ready 45% greenhouse gas reduction by 2030 goal. Positions would be supported within the Office of Sustainability and Climate.

Disadvantages: Limited to three years of funding.

Requested Action and proposed motion (you will need to provide a motion for the Board to consider):

The Larimer County Board of Commissioners approves the submittal of an application to the Colorado Energy Efficiency and Conservation Block Grant program for \$544,008 of capacity building funding for Climate Smart Future Ready, in partnership with the Town of Estes Park and the Town of Johnstown.

Potentially Affected Interest(s): Town of Estes Park, Town of Johnstown

Level of Public Interest and Participation: High

Special Instructions for BCC Staff: Application, Estes Park letter of support, and slides included as attachment.

If applicable, attach accompanying files such as background data, reports or recommendations, slides to be used at the meeting or summaries of actions taken by others.

If the Commissioners need to sign document(s) related to your agenda item, please check document type below, then upload document(s) and the corresponding Document Review Form:

- | | |
|--------------------------|---------------------|
| <input type="checkbox"/> | Abatement |
| <input type="checkbox"/> | Agreement/Amendment |
| <input type="checkbox"/> | Deed |
| <input type="checkbox"/> | Miscellaneous |
| <input type="checkbox"/> | Resolution |
| <input type="checkbox"/> | Policy |
| <input type="checkbox"/> | Ordinance |
| <input type="checkbox"/> | Liquor License |



July 25, 2025

Colorado Energy Office
1600 Broadway
Suite 1960
Denver, Colorado 80202

RE: Energy Efficiency Community Block Grant (EECBG) Program for Local Government Staff Capacity and Regional Collaboration Support

To Whom It May Concern:

On behalf of the Town of Estes Park, I am pleased to express the Town's support for a partnership with Larimer County - assisted by funding secured through the EECBG - to create a Town Climate Action Plan. This partnership, working in coordination with the County through its Climate Smart Future Ready initiative, would involve a full-time position dedicated to the development of a Town Climate Action Plan. The Town Board of Trustees endorsed our participation in this initiative during its July 23, 2024 Regular Meeting, recognizing its alignment with several strategic goals shared by both the Town and the County. As outlined below, such an effort would help us collectively make progress towards achieving several Town and County goals:

- Evaluate the creation of a Climate Action Plan specific to Estes Park as identified in the Town Board's provisional 2025 Strategic Plan;
- Foster continued regional collaboration through the EECBG opportunity;
- Continue the Town and County partnership in the Climate Smart Future Ready Executive Team that has existed since 2022;
- Develop a comprehensive plan that combines, coordinates and guides all Town related sustainability and resiliency efforts;
- Leverage the Town's capacity to maximize savings and emission reductions through a dedicated staff resource to achieve outcomes not otherwise possible in the three-year time frame; and
- Utilize community input and engagement in the development of a Plan that is most appropriate to and feasible for the Town.

Building on the accomplishments of the Climate Smart Future Ready plan, the creation of a Plan specific to the Town through this grant enhances our ability to address greenhouse gas emission reduction, energy efficiency and conservation, and the overall integration of sustainability into the Town's operation and the community's daily activities.

Town Administrator's Office 970-577-3705 tmachalek@estes.org

The Town acknowledges Larimer County's role as the applicant and potential Grantee of the EECBG, with the authority to hire personnel for implementing the scope of work outlined in the application. The Town also confirms that it has not received any direct allocation funds from the EECBG federal grant through the USEPA. We appreciate the County's collaborative approach in hiring and managing this position, ensuring the development of a Plan that best serves the interests of our community and fosters ongoing regional collaboration.

Thank you for your time and consideration. Please contact me if I may be of further assistance.

Regards,

Travis Machalek

[Travis Machalek \(Jul 25, 2024 08:36 MDT\)](#)

Travis Machalek, ICMA-CM

Town Administrator

170 MACGREGOR AVE. P.O. BOX 1200, ESTES PARK CO. 80517 WWW.ESTES.ORG

Town Administrator's Office 970-577-3705 tmachalek@estes.org

CO Energy Efficiency and Conservation Block Grant Program Application

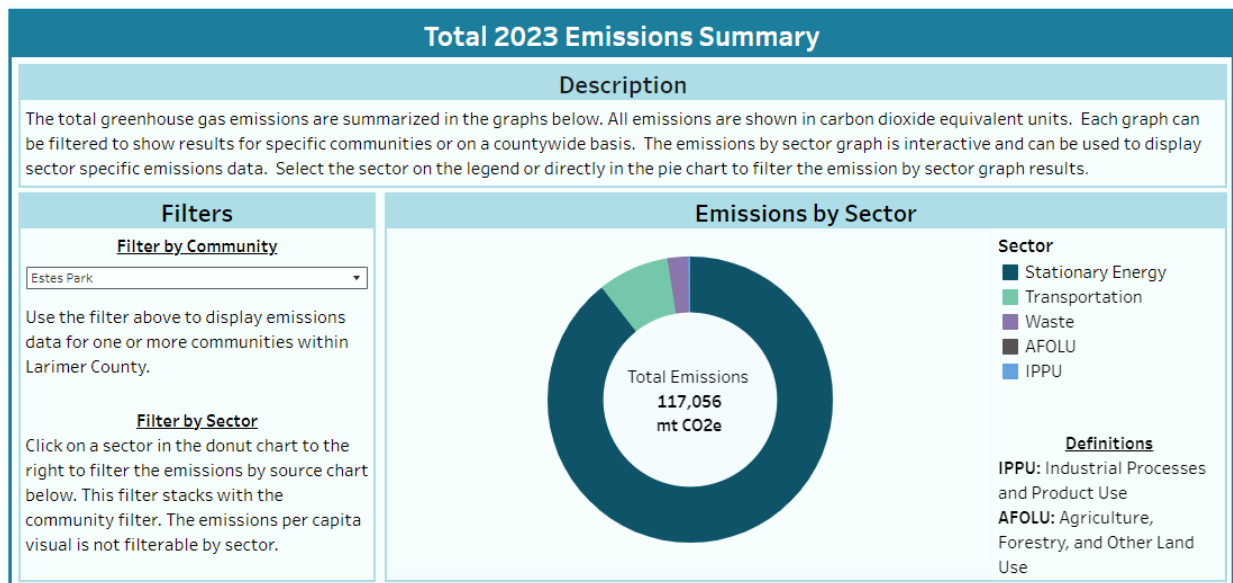
BENEFITS, IMPACT, COLLABORATION

The Town of Estes Park has the highest per capita greenhouse gas (GHG) emissions of all municipalities in Larimer County due to the number of annual visitors to Rocky Mountain National Park. Although the Town and community of Estes Park are already taking steps to reduce GHG, they lack the staff to develop a Climate Action Plan and implement resulting projects. For this reason, Larimer County in partnership with the Town of Estes Park, seeks funding for staff to develop the Town of Estes Park's first Climate Action Plan and to ensure alignment with the Larimer County [Climate Smart Future Ready](#) (CSFR) plan.

EECGB Staff #1. Town of Estes Park Climate Action Plan.

The Climate Action Plan is designed to help the Town of Estes Park (Town) achieve greenhouse gas (GHG) emission reduction from the 2023 baseline, which was calculated as part of the Larimer County Climate Smart Future Ready plan. Development of a Climate Action Plan will specifically include ideas for energy efficiency, renewable energy, transportation electrification, and other related emission reductions both for Town operations as well as for the Town's community.

Efforts to reduce GHG have already begun. In 2023, 33% of Estes Power and Light's electric utility services were provided by renewable sources. Additionally, the Town has adopted the 2021 IECC building energy codes. This information was included in the County GHG emission inventory, allowing each municipality, including the Town, to better understand their community contribution to the County's overall emission portfolio. This inventory revealed that the Town community contributed 117,056 mtCO₂e to the overall 4,242,454 mtCO₂e in Larimer County during 2023 (Figure 1).



The Larimer County emission reduction goal is to exceed a minimum of 45% GHG emission reduction, aiming for a 60% GHG reduction, by 2030 and the Town of Estes Park is a participant in this effort. Due to the number of visitors annually to Rocky Mountain National Park, the Town of Estes Park has the highest per capita GHG emissions of all municipalities in Larimer County at 19.83 mtCO2e/capita (Figure 2).

Figure 1. Town of Estes Park Community Greenhouse Gas Inventory

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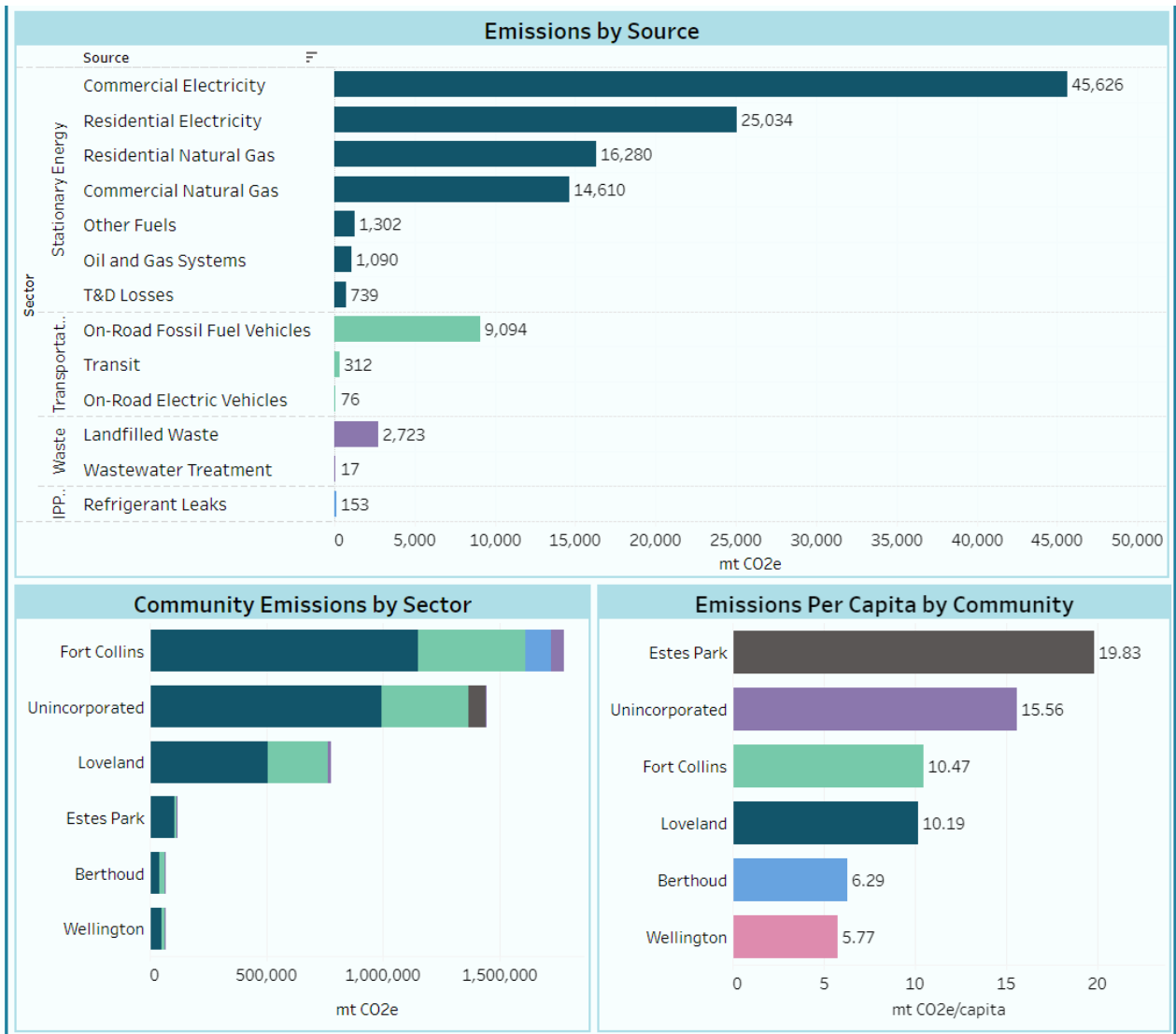


Figure 2. Town of Estes Park Community Greenhouse Gas Inventory by Sector and Comparison within Larimer County

Year one of this grant will focus on Town of Estes Park operations by doing the following:

- Establish Town department and local community member advisory team, including representation from Justice40 and CO EnviroScreen communities within and adjacent to the Town of Estes Park (Figures 3 and 4).

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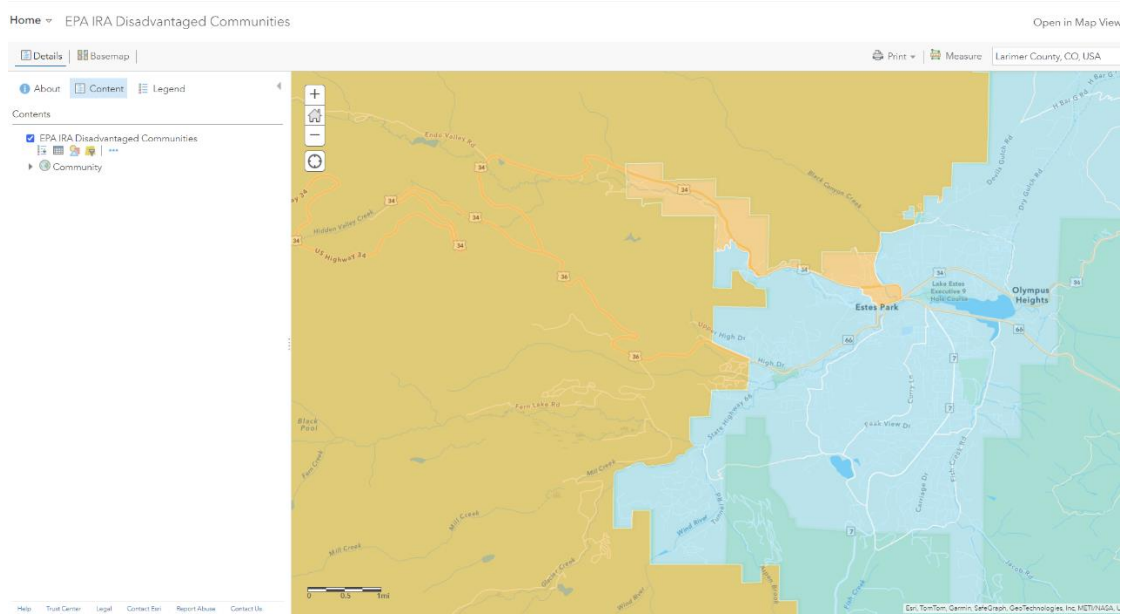


Figure 3. Justice 40 map for Town of Estes Park

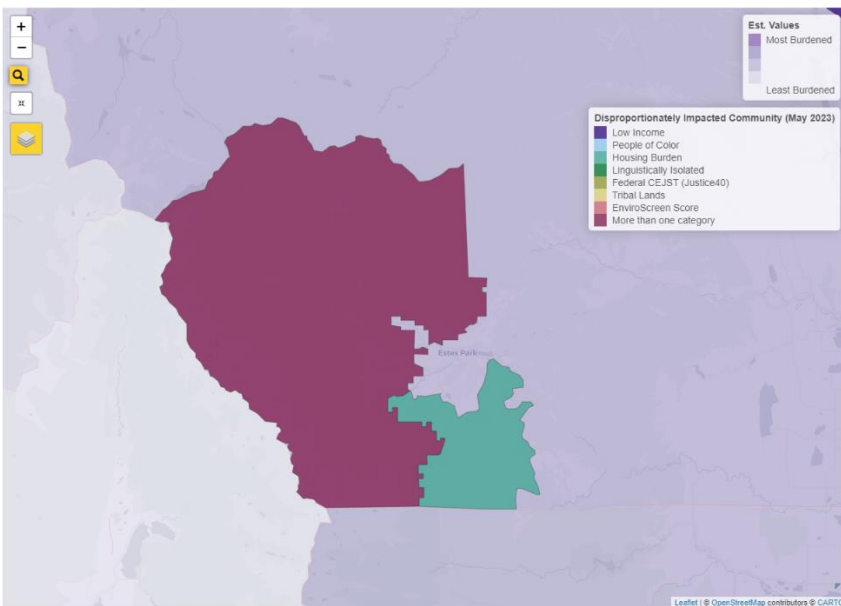


Figure 4. CO EnviroScreen Map for Town of Estes Park

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- Identify strategies and goals to increase energy efficiency and reduce energy consumption based on the 2023 GHG inventory conducted by Larimer County and present this information in the form of a Climate Action Plan (CAP) for the Town.
- Create a behavior change program within Town operations and extend behavior change programs into the community as applicable.
- Evaluate and establish methods to measure progress toward identified goals.
- Outline and implement a communications plan to include a web platform that provides information to the public regarding Town strategies, goals, progress made during each implementation year, and methods for the public to connect with the Town plan.
- Work with the Larimer County EECGB staff to coordinate activities with the CSFR actions teams in concert with the Larimer County action teams.
- Present updates to and seek guidance and approval from Town manager and elected representatives to achieve support and adoption.
- Finally, information is power, and to this end, Larimer County would also like to support the development of an operational GHG inventory for the Town of Estes. Through the Larimer County membership to ICLEI, we have confirmed the ability to leverage the fee for service rate for conducting these operational GHG inventories for the Town of Estes Park. This position will support the work of ICLEI to conduct and report on these GHG inventories to Town staff.

Year two of this grant will transition to community facing tasks by connecting the Town of Estes Park's operational efforts as a leader, with the actions that community members, businesses, and nonprofits in the Town can take to contribute to GHG emission reductions.

- Continue advisory team convening and work.
- Establish community outreach and engagement plan that identifies energy efficiency, renewables, and transportation actions.
- Identification of financing solutions that could assist with meeting energy plan and GHG emission reduction goals.
- Implement community outreach and engagement plan throughout the Town of Estes Park and in coordination with Larimer County action team efforts. This effort should be inclusive of community workshops that provide both information sharing as well as information gathering activities.

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- Annual report to the Town managers and elected representatives on progress toward meeting the strategies and goals with the CAP.

Year three of this grant will focus on implementation of both the Town operational and community facing activities, especially as it relates to the Larimer County efforts. We can realize a broader impact for GHG reduction when implementation happens simultaneously.

- Continue advisory team convening and work.
- Evaluation and re-working as necessary of first year implementation efforts for the Town's operational plan.
- Evaluation and continuous feedback loop from the community outreach and engagement plan, to inform the Town's operational plan and the community effort to participate in GHG emission reduction.
- Establish path forward and longevity of programs developed through this grant and in concert with the progress of the Larimer County CSFR plan.
- Annual report to the Town managers and elected representatives.

EECGB Staff #2. Larimer County Climate Smart Future Ready advancement of regional collaboration on climate programming via the Action Teams implementing the plan.

In addition to the GHG emission reductions stated for the EECGB staff above, it should be noted that Larimer County falls within the USEPA Non-Attainment area, listed as Severe 15 for 8-Hour Ozone and Moderate for Carbon Monoxide. The benefits realized from implementing or even accelerating the Climate Smart Future Ready (CSFR) effort is critical to the County's ability to address this condition and to play a role in the greater effort of the State of Colorado to mitigate our collective impacts. To this end, additional staff expertise to aid in understanding the applicability of actions within CSFR plan on GHG emission reduction, is needed.

Larimer County's CSFR plan is in the first year of a 5-year implementation cycle. The plan was developed over three years and included community input, a GHG inventory and reduction modeling exercise and the development of an Equity Framework for implementation activities. The 2024-2028 cycle of implementation will end in a re-

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evaluation of our GHG emissions and re-calibration of the plan as needed. Additionally, the [Larimer County Strategic Plan](#) for the 2024-2028 period includes portions of the Climate Smart Future Ready Plan that the County can directly impact and therefore the effort beyond this 3-year capacity grant will be sustained well into the future.

The Town of Johnstown, one of the several communities split between Larimer and Weld Counties, has been a participant on the CSFR Executive Team and would like to engage more deeply in the coming years. Similar to the Town of Estes Park and Larimer County, Johnstown does have Strategic Plan objectives addressing a Healthy & Resilient Economy, Natural & Built Environment, and Quality Infrastructure & Facilities that benefit from alignment with the goals of the CSFR initiative. To this end, the Town of Johnstown would like to have a more complete understanding of their GHG emissions both at an operational and a community level. One task of this CSFR staff position would be to work with ICLEI to develop a GHG emission inventory that the Town can utilize to better engage with the work of CSFR. Through the Larimer County membership to ICLEI, we have confirmed the ability to leverage the fee for service rate for conducting these operational GHG inventories for the Town of Johnstown.

The CSFR plan is comprehensive of 17 strategies that comprise 24 actions that are being implemented by 19 action teams. The GHG emission reduction modeling highlighted the top 9 actions across the built environment and mobility focus areas that is guiding the work across 6 action teams focusing on the strategies listed below.

Action teams are structured as collaborative teams between a Champion or Co-Champions, County staff, municipal staff, private sector, nonprofit sector, and academic sector partners who have all agreed to participate as implementation partners. Many of the current action team members were participants in the development of CSFR, representing various organizations in the community. Currently the champions are putting in the best effort they can, to keep the action teams working in addition to their “day job” obligations and it is recognized that there is a limit for which the identified actions can be focused on at a volunteer or “other duties as assigned” pace. Additional staff capacity would permit acceleration and scale up of current programs that are currently being implemented in isolation across Larimer County. The County desires the ability to support all 19 action teams and, in order to do so, requires additional staff to

complete initial tasks for the following priorities of the six action teams highlighted in Appendix A.

- Facilitation and technical assistance of six Action Teams focusing on the CSFR strategies directly impacting GHG emission reductions including:
 - Convene a regional group, including all municipalities, to update building codes that encourage energy efficiency, indoor air quality and healthy home standards.
 - Provide education, training, and incentives that reduce the upfront cost for property owners who weatherize and electrify their businesses and homes.
 - Support renewable energy installations and electric grid expansion to accommodate building and transportation electrification in an equitable manner.
 - Improve infrastructure and provide education and incentives for electric transportation.
 - Ensure equal access to all amenities and resources to reduce the amount of car travel and improve connectivity.
 - Identify areas in Larimer County that need improved transit services to enhance connectivity.
 - Improve maintenance, connectivity, safety, and accessibility of existing and new biking and walking infrastructure.

Larimer County GHG Emission Reduction Modeling report identified the actions above had the potential reduction of 23.52% of our GHG emissions by 2050 should they be implemented by the Climate Smart Future Ready action teams.

- Alignment of action team efforts with the CSFR Equity Framework and the results of the Environmental Justice analysis currently underway, to meet Justice40 and other disproportionately impacted community needs and lessen impacts.

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- Establishment of community engagement uniquely focused for each of the 9 top GHG emission reduction actions.
- Data tracking, adjustment of metrics as necessary, and analysis of progression of each action to ensure focus toward meeting the County's GHG emission reduction goal to exceed a minimum of 45% GHG emission reduction, aiming for a 60% GHG reduction, by 2030.
- Provide bi-annual updates for the [CSFR dashboard](#) as well as updates for the CSFR newsletter.
- Assist action teams with the development of technical and financial assistance programs unique for each action, as requested.
- Identification of additional funding sources to continue the work of action teams or to develop and sustain individual actions proven to create the GHG emission reductions projected.
- Work closely with the Town of Estes Park EECBG staff to assure alignment and as much collaboration as necessary to maximize outcomes from programs developed.

DEI / JUSTICE40

Development of the Town of Estes Park CAP simultaneously with the scale up of existing initiatives and in alignment with the CSFR plan will result in the real-time reduction of GHG emissions. Further, the Town of Estes Park includes Justice40 communities for which both the Larimer County CSFR initiative as a whole and specifically the GHG emission reduction efforts are currently being evaluated for Environmental Justice related actions to be vetted with the community (Figures 3 and 4). The EnviroScreen tool identifies Larimer County as above the average for disproportionate impacts from Environmental Exposures, Environmental Effects, and Climate Vulnerability. This above average EnviroScreen score is representative of the wildfire, floodplain, extreme heat days, and drought risks that are realized by our community members impacted directly and indirectly by fine particle pollution, air toxic emissions, and our overall ozone health related conditions. Additionally, our communities experience a more than average exposure to traffic proximity, volume and emissions as well as oil and gas related emissions that impact quality of life and human health.

The County is currently supporting an Environmental Justice study that will provide analysis of the current CSFR actions for disproportionately impacted communities through both a data evaluation of GHG emission reduction projects and community engagement sessions that will be utilized by both proposed staff persons to put into action the Equity Toolkit created during the CSFR plan development. It is hoped that implementing these new tools with CSFR action team champions and members will help demonstrate equitable community engagement and project implementation that will be able to be transferred to other projects by the assortment of action team partners. Equity, diversity, inclusion and environmental justice are embedded throughout the CSFR and the work of the two proposed positions will be an integral component for realizing the desired outcomes.

SUSTAINABILITY OF POSITION, REPLICABILITY, SCALABILITY

Beyond extending capacity for the Town of Estes Park and Larimer County, the work of these two positions will also establish best practices, standard operating procedures, and workflows for others seeking to replicate the work of reducing GHG emissions at a community based level. Experiences and documents created will be made available for

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other communities to learn from and use when establishing their own programs and goals, Action team success, aided by these positions, will promote a groundswell of possible solutions that are not currently available or considered when entities must work alone. The framework for development of solutions, actions, implementation steps, data collection, community engagement, and implementation will be developed from the work of these positions that will not only live within the action teams and the plan work but can be shared with other fledgling teams well after the work of these positions is completed. There is joint dedication to the outcomes and goals sought by the Town of Estes Park and the CSFR Executive Team. During the three-year tenure of these two positions, they will establish the needed plans and develop teams to achieve identified goals. This will give our programs a strong foundation and allow for roles to evolve as new goals are set and programs are needed.

Larimer County's CSFR plan is in the first year of a 5-year implementation cycle. The plan was developed over three years and included community input, a GHG inventory and reduction modeling exercise and the development of an Equity Framework for implementation activities. The 2024-2028 cycle of implementation will end in a re-evaluation of our GHG emissions and re-calibration of the plan as needed. Additionally, the [Larimer County Strategic Plan](#) for the 2024-2028 period includes portions of the Climate Smart Future Ready Plan that the County can directly impact and therefore the effort beyond this 3-year capacity grant will be sustained well into the future.

Capacity development includes the desire to re-enforce knowledge, skills, and ability via training provided to each staff person on the topics of Climate Action Plan development, GHG emission calculations and modeling, and community engagement as the opportunities arise. Support of continuing education for these proposed staff will enhance both the quality of work performed as well as a sustainable path forward, for each position, with or without continued County funding beyond the grant cycle. Specifically, training regarding GHG emission reduction evaluation and planning, Diversity, Equity, Inclusion, and Justice training and sustainability plan engagement would be included as training options for these staff members depending on their existing skill sets.

Should the outcome of the proposed staff result in a clear need for continued capacity needs, the Town of Estes Park and Larimer County will evaluate those needs together with the CSFR Executive Team to determine how those needs can be met considering progress toward GHG emission reductions and the viability of action teams' work.

INNOVATION

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Larimer County is the lead applicant acting on behalf of this alignment partnership with the Town of Estes Park. The Climate Smart Future Ready initiative included an innovative format of including municipalities, private sector, non-profit sector, and academic partners in the development of the strategies, actions, and tactics within the plan. This approach allowed for ownership among these community partners as we developed our community-wide GHG emission reduction goal, to the point that 9 of the 19 action teams are being championed by entities other than Larimer County (see the [CSFR Dashboard](#)). Larimer County's CSFR initiative is overseen by an Executive Team comprised of members from the municipalities throughout the County as well as community partners (see Appendix B) and therefore this proposal is the desire of our collective communities throughout Larimer County. While the CSFR is a new and innovative approach in Larimer County, hosting partnerships between our communities is not necessarily new as we have proven and necessary existing relationships working with each other.

Integrating equity and climate sustainability work into these existing relationships by virtue of shared resources such as these two positions will be an evolution of these existing relationships that is an innovative approach for our communities. Informing and supplementing the environmental justice work of these positions will be the outcome of work currently underway to conduct an Environmental Justice evaluation and recommendations by Dr. David Rojas at CSU. Dr. Rojas continues to play a role in the development of EnviroScreen 2.0 and is currently connecting this work with the anticipated work of the Climate Smart Future Ready plan. Dr. Rojas's Environmental Justice evaluation will be complete by December 2024 and will be a ready tool for these two positions to integrate into our community work, specifically with the CSFR action teams related to GHG reduction actions.

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BUDGET

Funds requested are not replacing County general funding but will increase capacity to hire additional staff to implement needed GHG emission reduction projects that we are unable to prioritize due to staff and budget constraints. Current County staff include the Sustainability and Climate Manager and one Sustainability Coordinator, who work full-time to support and manage the current Internal Climate Action, Resilience, and Education plan as well as the CSFR plan. Activities identified and proposed in this application are beyond the capabilities of existing staff to accomplish to meet the 2030 GHG goals and the needs of the Town of Estes Park.

Position	Year One	Year Two	Year Three	Total Budget
Town of Estes Park staff	\$80,000	\$80,000	\$80,000	\$240,000
Climate Smart Future Ready support staff	\$80,000	\$80,000	\$80,000	\$240,000
Administrative Costs (Finance Accounting = wages + benefits processing; Computer + System Access fees for both staff positions)	\$10,336	\$10,336	\$10,336	\$31,008
Training and Travel for both staff positions	\$3,000	\$3,000	\$3,000	\$9,000
ICLEI GHG Inventory Services for the Towns of Estes Park and Johnstown	\$24,000			\$24,000
Total Budget				\$544,008

Staff will have offices provided at existing County facilities in the Town of Estes Park or at the Larimer County Administration building.

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Continuing the work and progress toward GHG reduction measures following the implementation of this three-year effort, the Larimer County CSFR initiative intends to support the Town of Estes Park plan implementation, GHG emission re-evaluations on a regular cadence, and the CSFR action teams depending on the level work achieved and the level of work remaining through the Larimer County Office of Climate and Sustainability.

Larimer County did previously receive an EECSBG direct allocation via the voucher program for \$89,000 that went to the replacement of an HVAC unit in the Larimer County administrative building. The Town of Estes Park did not previously receive an EECSBG direct allocation.

Letters of Commitment:

Please see the attached from the Town of Estes Park and from the Town of Johnstown.

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<p>Electric Vehicle and Electric Transportation Team</p>	<p>Improve infrastructure and provide education and incentives for electric transportation.</p>	<p>Drive Clean Colorado Xcel Partners in Energy Poudre Valley REA YMCA of the Rockies Town of Estes Park City of Loveland City of Fort Collins Regional Air Quality Council Colorado State University Big Thompson School District Poudre School District Monarca Group North Front Range MPO</p>
<p>Mobility Team</p>	<p>Ensure equal access to all amenities and resources to reduce the amount of car travel and improve connectivity.</p>	<p>North Front Range MPO SAINT COLT zTrip RAFT Transfort</p>
	<p>Identify areas in Larimer County that need improved transit services to enhance connectivity.</p>	<p>Town of Estes Park City of Fort Collins Arc of Larimer County Via Mobility Services Division of Vocational Rehabilitation Office on Aging Foothills Gateway</p>
<p>Bike, Pedestrian, and Non-Motorized Transportation Team</p>	<p>Improve maintenance, connectivity, safety, and accessibility of existing and new biking and walking infrastructure</p>	<p>North Front Range MPO City of Fort Collins City of Loveland CDPHE Town of Windsor Town of Greeley Town of Timnath Colorado State University League Cycling Instructors</p>



Climate Smart Future Ready

Funding Application



Get Involved!

We need the community's help and input.

Check the Climate Smart Future Ready website for updates, opportunities, and ways to get involved.

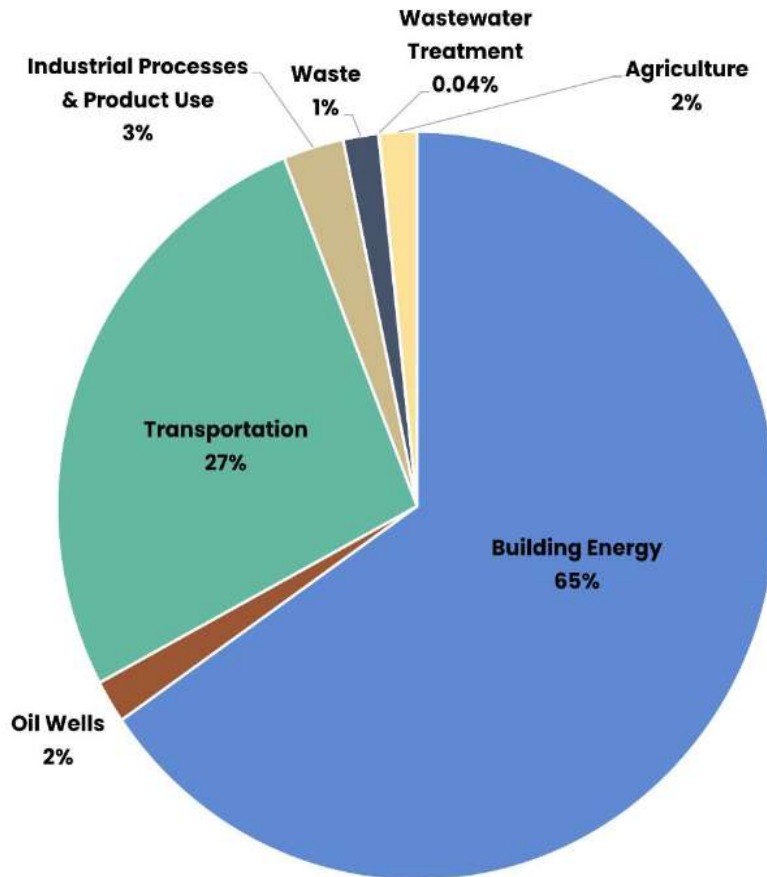


July 2024



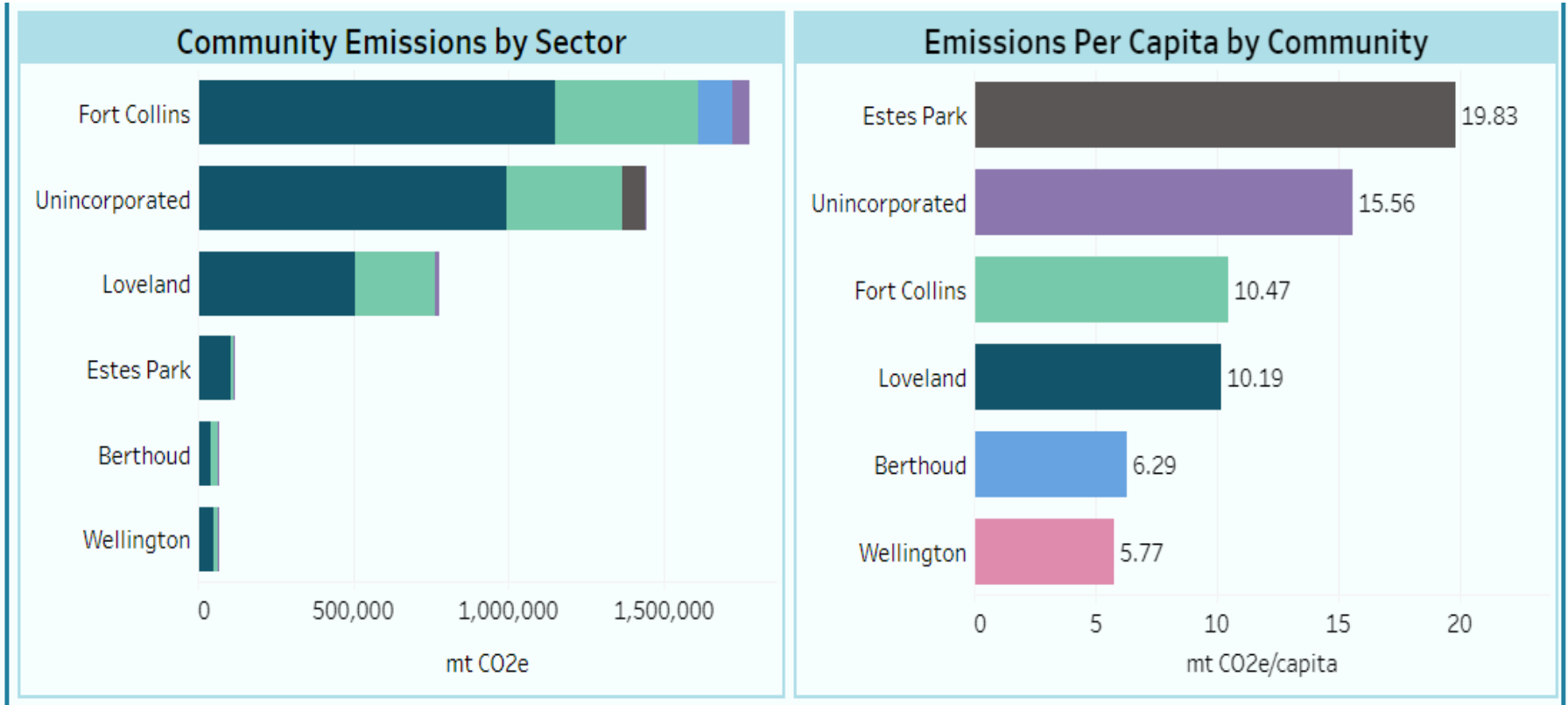
GREENHOUSE GAS EMISSIONS

Larimer County GHG Emissions by Sector



Goal = exceed 45% GHG reduction, aiming for a 60% GHG reduction, by 2030

GREENHOUSE GAS EMISSIONS



EECBG Application

Colorado Energy Efficiency Conservation Block Grant Program:

- \$1.8 million to assist local governments in capacity development and regional collaboration for greenhouse gas emission reduction
- 3-year capacity funding
- No matching funds required
- *not available for project or implementation costs

Application Proposal:

- 1 staff position for CSFR to support the 6 action teams directly impacting the significant greenhouse gas emission reduction actions
- 1 staff position for Town of Estes Park to develop a Climate Action Plan and assist
- Greenhouse Gas (GHG) Inventories for Town of Estes Park and Town of Johnstown.
- Positions managed by Office of Sustainability and Climate

PROGRESS OVERVIEW AND NEED

CSFR Staffing Position:

- CSFR is a 5-year action plan
- Support 6 action teams with direct greenhouse gas actions : Energy Code Team, Energy Efficiency and Electrification Team, Grid Resilience and Renewables Team, Electric Vehicle and Transportation Team, Mobility Team, and Bike, Pedestrian, and Non-motorized Transportation Team
- Assist the Town of Johnstown with their first GHG emission inventory

Town of Estes Park Position:

- Develop Climate Action Plan and associated GHG emission inventory
- Establish advisory committee for plan advisement
- Initial implementation and identification of potential funding for implementation projects

- ❖ Alignment with Strategic Plans of Larimer County and Towns of Estes Park and Johnstown

**Referee Recommendations
County Board of Equalization
Board of County Commissioners
July 30, 2024**

Board	Hearing Date	AccountNo	AcctType	Name	Decision	NOD Value	Referee	Value Diff	Status
2	07/18/24	R0328871	Residential	LAUNER FRANZ WILLIAM/KELLEY ANNE	Adjust	350,000	325,000	25,000	
2	07/18/24	R0737097	Residential	MONAJJEM ABRAHAM/KATHERINE	Adjust	1,286,000	1,280,900	5,100	
2	07/18/24	R1614555	Residential	REED JEFFREY MARK	Adjust	937,600	885,000	52,600	Stip
2	07/18/24	R1639577	Residential	SHARPE TODD W/CAROLYN M	Adjust	861,900	765,000	96,900	Stip
2	07/18/24	R1658735	Residential	FLEENOR SUSAN MAUREEN	Adjust	507,900	492,000	15,900	
3	07/22/24	R0004855	Commercial	SUTHERLAND LUMBER CO	Withdrawn	1,336,500	1,336,500	0	
3	07/22/24	R0544582	Residential	DISPLAY LABORATORIES LLC	Deny	1,125,000	1,125,000	0	
3	07/22/24	R0644366	Residential	JOHNSON KORBY LEE REVOCABLE TRUST	Adjust	765,000	715,000	50,000	
3	07/22/24	R0776696	Commercial	HRS FAMILY INVESTMENT CO LLC	Withdrawn	4,600,000	4,600,000	0	
3	07/22/24	R1435540	Commercial	MDC COAST 4 LLC	Adjust	2,361,300	2,305,600	55,700	
3	07/22/24	R1578936	Commercial	LF3 RIFC LLC	Withdrawn	11,076,100	11,076,100	0	
3	07/22/24	R1634669	Commercial	BONEFISH LAND LEASE LLC	Deny	2,000,000	2,000,000	0	
3	07/22/24	R1636964	Residential	STACEY JON M	Adjust	487,900	476,700	11,200	
3	07/22/24	R1659514	Residential	CIOSEK WALTER J/ANNE P	Deny	750,900	750,900	0	
3	07/22/24	R1662403	Residential	WANG BAOGUANG/SHIYAO	Deny	681,500	681,500	0	
3	07/22/24	R1666201	Commercial	STAR PATINA FLATS LLC	Adjust	14,993,300	14,993,641	-341	Stip
3	07/22/24	R1666233	Commercial	STAR PATINA FLATS LLC	Adjust	25,908,400	25,908,550	-150	Stip
3	07/22/24	R1672627	Residential	ROBINSON STREET PROPERTIES LLC	Deny	455,000	455,000	0	
3	07/22/24	R1672628	Residential	ROBINSON STREET PROPERTIES LLC	Deny	455,000	455,000	0	
3	07/22/24	R1680382	Multiple Unit	LV34 APARTMENTS LLC	Adjust	64,249,700	59,248,800	5,000,900	
2	07/23/24	R0039179	Residential	WILLIAMS ANDREW C	Adjust	598,000	570,000	28,000	
2	07/23/24	R0156086	Commercial	FREEDOM STORAGE LLC	Adjust	1,121,530	376,550	744,980	Stip
2	07/23/24	R0167371	Residential	WEST MARTIN R	Deny	1,243,900	1,243,900	0	
2	07/23/24	R0227340	Residential	ANDERMANN AMY J	Adjust	460,000	350,000	110,000	
2	07/23/24	R0257001	Agricultural	OLORUNSOLA OLAYIWOLA	Adjust	444,510	345,000	99,510	
2	07/23/24	R0430757	Residential	MCKEE JEFFREY S	Adjust	624,000	571,000	53,000	Stip
2	07/23/24	R0498289	Agricultural	DEGREGORIO MARK	Adjust	230,310	206,000	24,310	
2	07/23/24	R0688142	Residential	MARTIN DAVID BRUCE/DEBORAH LYNN	Adjust	840,000	790,000	50,000	Stip
2	07/23/24	R1020374	Residential	SPRINGER JOHN F/LINDA S	Adjust	538,000	350,000	188,000	Stip
2	07/23/24	R1226126	Agricultural	PETERSON LESLIE ADEN/GELENE CLARA	Adjust	424,050	325,000	99,050	

2	07/23/24	R1585925	Residential	2237 NORTH COUNTY ROAD 3 LLC	Adjust	2,600,000	2,310,000	290,000	
2	07/23/24	R1631973	Residential	BALA SUSAN	Adjust	584,300	570,320	13,980	
2	07/23/24	R1652640	Agricultural	DIXON KAREN PATRICIA	Adjust	693,640	643,640	50,000	
2	07/23/24	R1676441	Residential	FAINO ROD/CAROL	Deny	965,400	965,400	0	
2	07/23/24	R1678187	Residential	KARRI RAMLAL	Adjust	570,300	520,000	50,300	

Totals						\$147,126,940.00	\$140,013,001.00	(\$7,113,939.00)	
							Percent Change	-4.84%	