

**GUNNISON COUNTY BOARD OF COMMISSIONERS**  
**WORK SESSION MEETING AGENDA**

**DATE:** Tuesday, April 8, 2025

**Page 1 of 1**

**PLACE:** Board of County Commissioners' Meeting Room at the Gunnison County Courthouse  
**(REMOTE OPTION BELOW)**

8:30 am

- Building Permit Fee Schedule Revision Discussion

9:15 am

- IT Performance Update
- Facilities and Fairgrounds Performance Update

10:15 am

- BREAK

10:30 am

- Early Childhood Support Program Proposals

11:00 am

- Health and Human Services Performance Update
- Adjourn

Please Note: Packet materials for the above discussions will be available on the Gunnison County website at <http://www.gunnisoncounty.org/meetings> prior to the meeting.

**ZOOM MEETING DETAILS:**

Join Zoom Meeting: <https://gunnisoncounty-org.zoom.us/j/89798905619>

One tap mobile

+12532158782,,82753657556#,,,,\*471302# US (Tacoma)

+13462487799,,82753657556#,,,,\*471302# US (Houston)

**AGENDA ITEM or FINAL CONTRACT REVIEW SUBMITTAL FORM**

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**Agenda Item:** Building Permit Fee Schedule Revision Discussion

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**Action Requested:** Discussion

**Parties to the Agreement:**

**Term Begins:**

**Term Ends:**

**Grant Contract #:**

**Summary:**

Discussion of building permit fee revisions

**Fiscal Impact:**

**Submitted by:** Cathie Pagano

**Submitter's Email Address:** cpagano@gunnisoncounty.org

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**Finance Review:**

Required

Not Required

Comments:

Reviewed by: GUNCOUNTY1\ACanada

Discharge Date: 3/19/2025

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**County Attorney Review:**

Required

Not Required

Comments:

Legally sufficient. SO 3/21/25

Reviewed by: GUNCOUNTY1\sobaid

Discharge Date: 3/21/2025

Certificate of Insurance Required

Yes  No

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**County Manager Review:**

Comments:

Reviewed by: GUNCOUNTY1\mbirmie

Discharge Date: 3/28/2025

Consent Agenda

Regular Agenda

Worksession

Time Allotted: 45

Agenda Date: 4/8/2025

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From: Cathie Pagano, Assistant County Manager for Community & Economic Development and Crystal Lambert, Building and Environmental Health Official

To: Board of County Commissioners

Date: March 14, 2025

Re: Building Permit Fees

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### **Background**

The Community Development Department staff proposes revisions to the building permit fee schedule. The building permit fees were last revised in 2022. In 2022, all Community Development Department fees were updated to better reflect the cost of development review to the County. Prior to 2022, the Land Use Change permit fees were last revised in 2012. Building fees were revised in 2017 to include the adoption of a plan review fee of 30% of the building permit fee. OWTS fees were revised in 2014, and the State of Colorado set a base fee that counties can adjust.

Prior to 2022, the County had not covered the costs of the development review program in many years. In 2022, the number of staff in the department was the same as it was in 2001 (7.5 FTEs), but that projects and inspections had become increasingly complex and required more staff time and resources. Since 2022, the department has added one inspector position, one planner position, and filled the Planning Director role for a total of ten FTEs. We have been able to manage our review times and inspection response times to target levels (review permit applications within three weeks of submittal and schedule inspections within 48 hours of a request).

In 2022, the Board of County Commissioners approved fee increases which included a change to the method of fee calculation for building permits. Building permit applicants are now assessed a project valuation based on a regional cost modifier rather than using the National Average Cost as set forth by International Code Council in the National Building Valuation Data. An applicant may also submit a project budget on which the County may base the fee. The valuations of projects since 2022 now more accurately reflect the cost of construction.

### **Community Development Department Revenue and Expenses**

The Community Development department has four program areas: development review, codes and regulations, oil and gas, and long-range planning. Development review includes all building, OWTS, land use, other permit type activities, along with the proportional share of staff required for the program. Long range planning includes planning efforts, many grant funded projects, and projects such as the Gunnison area community plan, along with the proportional share of staff costs associated with this program.

Building permit fees are not a perfect science. We cannot perfectly predict the number of applications and type of projects that will be submitted each year which makes it challenging to develop a fee

schedule that perfectly covers the County’s costs for development review. We can, however, predict the department’s expenses for the development review activity based on the upcoming budget. The development review activity only includes expenses related to permit review, issuance, and inspections, it does not include activities such as long-range planning.

Since 2022, the development review program revenues have covered the expenses of the program (see Chart 2). The development review program revenues include building fees, OWTS fees, land use fees, enforcement fees, etc. Prior to 2022, the County subsidized the development review activity through the general fund. Between 2016 and 2021 (and likely for most, if not all, years prior) the development review program did not cover its costs with the permit fees assessed. The average annual cost to the county of the development review program between 2016 and 2022 was \$237,868. In 2025, the projected expenses in the development review program are \$1,118,200. The chart below shows the development review expenses and a projection for 2026. We can reasonably predict that department expenses will continue to grow approximately 3% annually and should also include considerations for new software for the department (approximately \$150,000).

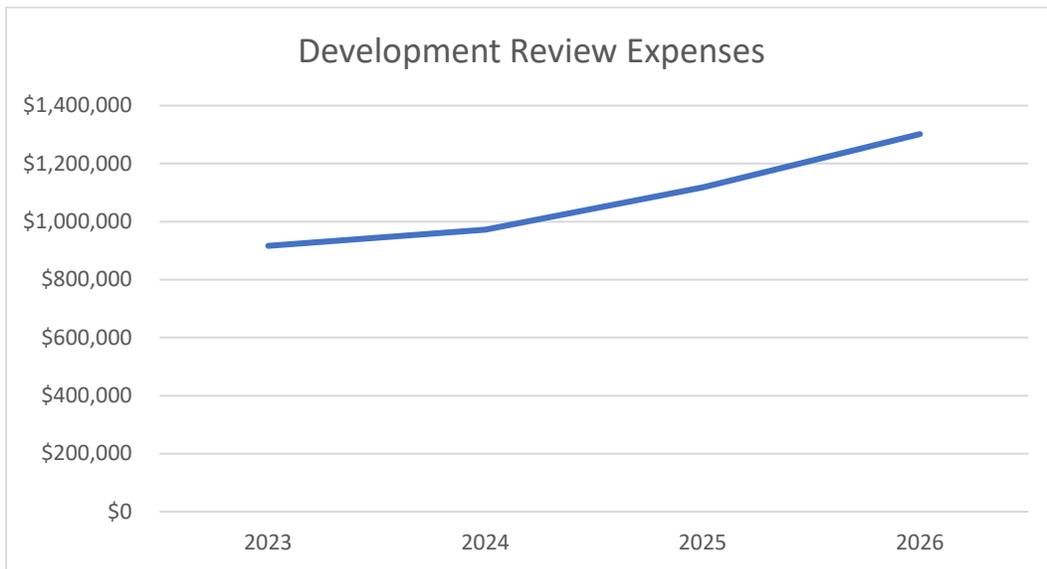


Chart 1

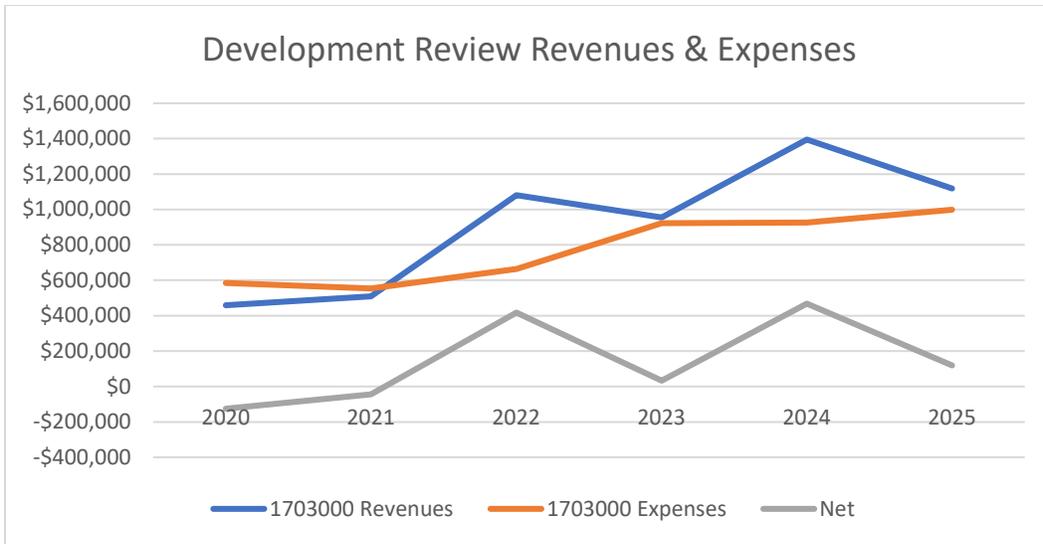


Chart 2. \*2025 data reflects budget projections

As the staff has applied the fee since 2022 and further analyzed its impact we have identified that the highest valuation projects pay a regressive fee, as shown in Chart 3 below. In an effort to create equitable fees for all projects, County staff recommends the BOCC consider modification of the building permit fees to a flat percentage of the total project valuation. This approach will ensure that fees increase commensurate with the cost of construction and that the highest valuation projects do not receive a flattened fee compared to lower valuation projects.

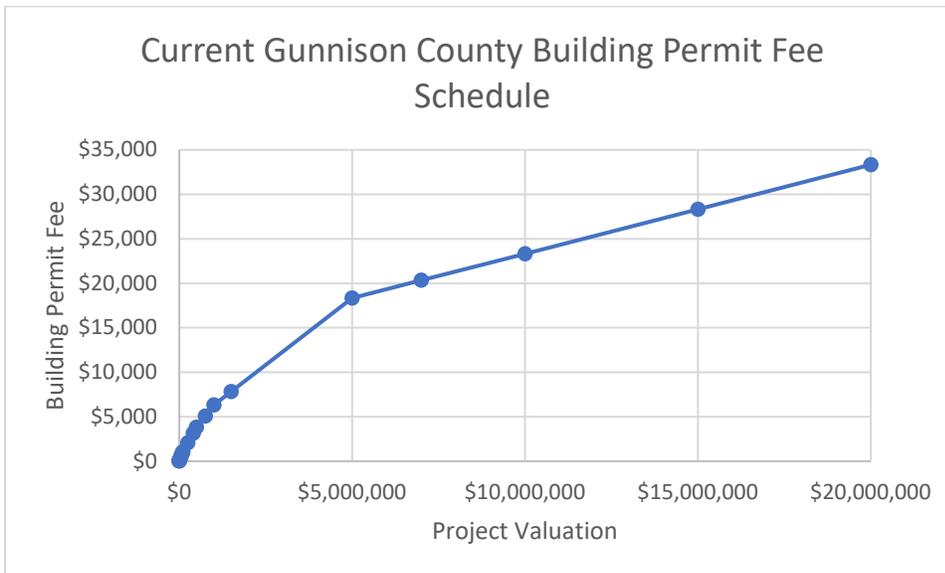


Chart 3

**Gunnison County’s Current Building Permit Fee Schedule**

Gunnison County’s current building permit fee schedule is from Appendix AB of the International Residential Code. The current building permit fee schedule is:

<b>Total Valuation</b>	<b>Fee</b>
\$1 to \$500	\$24
\$501 to \$2,000	\$24 for the first \$500; plus \$3 for each additional \$100 or fraction thereof, up to and including \$2,000
\$2,001 to \$40,000	\$69 for the first \$2,000; plus \$11 for each additional \$1,000 or fraction thereof, up to and including \$40,000
\$40,001 to \$100,000	\$487 for the first \$40,000; plus \$9 for each additional \$1,000 or fraction thereof, up to and including \$100,000
\$100,000 to \$500,000	1,027 for the first \$100,000; plus \$7 for each additional \$1,000 or fraction thereof, up to and including \$500,000
\$500,001 to \$1,000,000	\$3,827 for the first \$500,000; plus \$5 for each additional \$1,000 or fraction thereof, up to and including \$1,000,000
\$1,000,001 to \$5,000,000	\$6,327 for the first \$1,000,000; plus \$3 for each additional \$1,000 or fraction thereof, up to and including \$5,000,000
\$5,000,001 and over	\$18,327 for the first \$5,000,000; plus \$1 for each additional \$1,000 or fraction thereof

Table 1

The permit fee percentage of the project valuation declines as the project valuation increases as shown in the chart below:

<b>Project Valuation</b>	<b>Permit Fee</b>	<b>Percentage of permit fee relative to project valuation</b>
\$500	\$24	4.8%
\$25,000	\$322	1.29%
\$250,000	\$2,077	0.83%
\$500,000	\$3,827	0.77%
\$750,000	\$5,077	0.68%
\$1,500,000	\$7,827	0.52%
\$7,000,000	\$20,327	0.29%
\$15,000,000	\$28,327	0.19%

Table 2

A graph of the schedule shows that as project valuations increase the resulting building permit fees are a lower percentage of the project valuation.

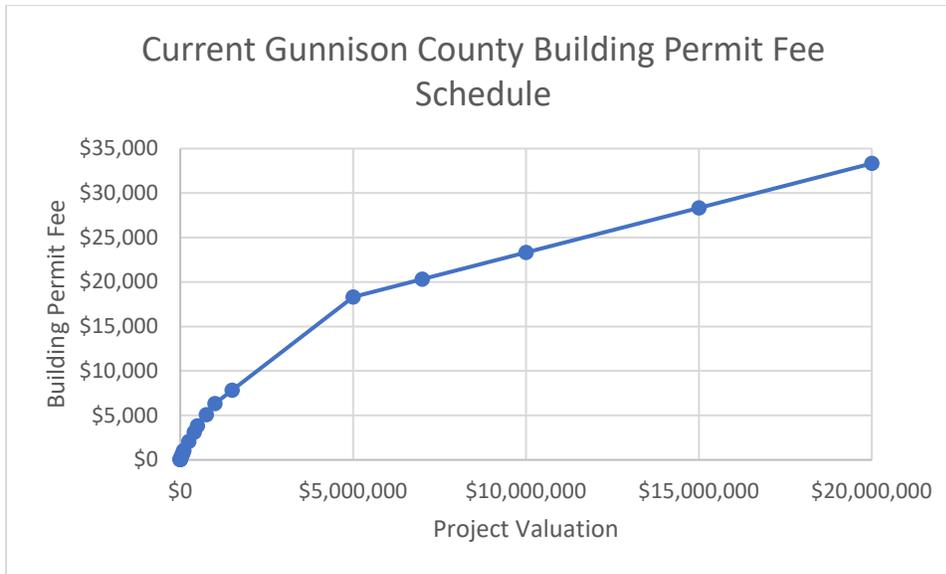


Chart 4

In addition to the building permit fee, which is intended to cover the cost of the inspection program, Gunnison County assesses a plan review fee to cover the cost of application processing and plan review activities. The plan review fee is calculated as 30% of the building permit fee for residential projects and 65% of the building permit fee for commercial projects.

Project Valuation	Base Permit Fee	Percentage of Base Building Permit Fee Relative to Project Valuation	Total Fees for residential, including 30% plan review	Percentage of Total Fees relative to project valuation for residential	Total Fees for commercial, including 65% plan review	Percentage of Total Fees relative to project valuation for commercial
\$500	\$24	4.8%	\$31.20	6.24%	\$39.60	7.92%
\$25,000	\$322	1.29%	\$418.60	1.67%	\$531.30	2.13%
\$250,000	\$2,077	0.83%	\$2,700	1.08%	\$3,427	1.37%
\$500,000	\$3,827	0.77%	\$4,975	1%	\$6,315	1.26%
\$750,000	\$5,077	0.68%	\$6,600	0.88%	\$8,377	1.12%
\$1.5M	\$7,827	0.52%	\$10,175	0.68%	\$12,915	0.86%
\$7M	\$20,327	0.29%	\$26,425	0.38%	\$33,540	0.48%
\$15M	\$28,327	0.19%	\$36,825	0.25%	\$46,740	0.31%

Table 3

Because the permit fee structure is not linear, larger annual valuation totals will not translate to a linear increase in permit fees, especially when those larger valuation projects are driving the total annual valuation numbers. In 2024 11% of the 139 building permits had project valuations greater than \$2 million dollars compared to 5% of the 145 building permits in 2023 and 4% of the 160 building permits in 2022 after May 3<sup>rd</sup>. In 2024 37% of the permits had project valuations greater than \$800,000 compared to 26% in 2023 and 26.5% in 2022.

The amount of staff time to review and inspect modern, larger valuation projects does not decline as the current permit fee schedule anticipates, the demand for staff resources increases. The larger valuation projects are typically custom designs with complex details which require additional staff time to review and inspect. Most of these projects have larger floor areas that require additional inspections and longer review and inspection times. A recent high valuation residential project required 19 Gunnison County staff inspections.

**Comparison of Eagle and Gunnison County’s Building Permit Fee Schedules**

Eagle County uses a similar building permit fee schedule to Gunnison County’s but with modifications that increase the linearity throughout valuation ranges. The following graphs compare Eagle and Gunnison County’s current fee schedules:

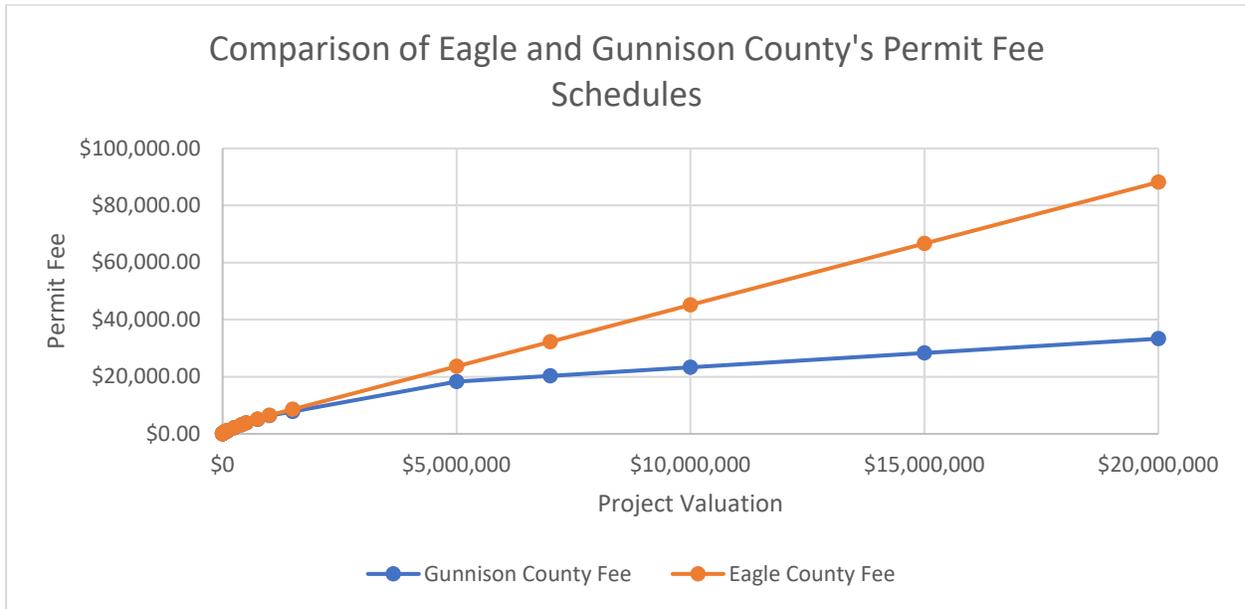


Chart 5

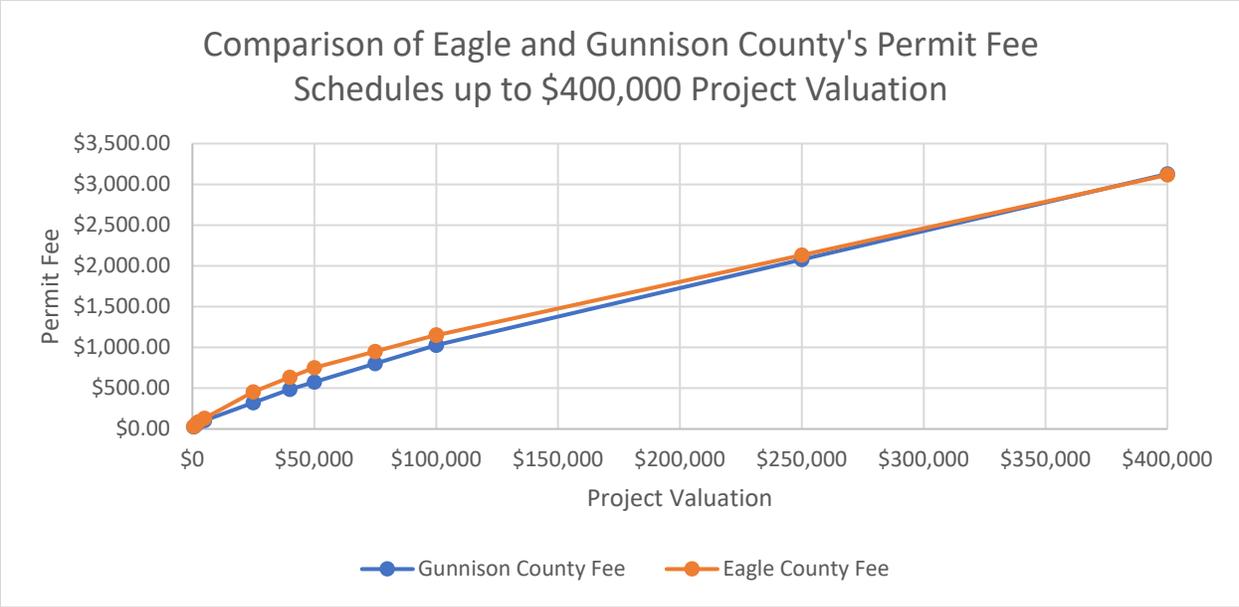


Chart 6

Eagle County’s building permit fee schedule is the following:

Total Valuation	Fee
\$1 to \$500	\$27
\$501 to \$2,000	\$27.50 for the first \$500; plus \$3.60 for each additional \$100 or fraction thereof, up to and including \$2,000
\$2,001 to \$25,000	\$80.25 for the first \$2,000; plus \$16.30 for each additional \$1,000 or fraction thereof, up to and including \$25,000
\$25,001 to \$50,000	\$456.75 for the first \$25,000; plus \$11.75 for each additional \$1,000 or fraction thereof, up to and including \$50,000
\$50,001 to \$100,000	745.50 for the first \$50,000; plus \$8.15 for each additional \$1,000 or fraction thereof, up to and including \$100,000
\$100,001 to \$500,000	\$1,150 for the first \$100,000; plus \$6.55 for each additional \$1,000 or fraction thereof, up to and including \$500,000
\$500,001 to \$1,000,000	\$3,738 for the first \$500,000; plus \$5.55 for each additional \$1,000 or fraction thereof, up to and including \$1,000,000
\$1,000,001 and over	\$6,480 for the first \$1,000,000; plus \$4.30 for each additional \$1,000 or fraction thereof

Table 4

Though the schedule used by Eagle County is adjusted, the permit fee percentage of the project valuation also declines as the project valuation increases as shown in the following table. Eagle County

assesses a 65% plan review fee on all permits and the resulting effect on percentage is presented in table 5.

Project Valuation	Eagle County Permit Fee	Percentage of base permit fee relative to project valuation	Percentage of Total permit fees, including PR, relative to valuation
\$500	\$27.50	5.5%	9.08%
\$25,000	\$455.15	1.82%%	3%
\$250,000	\$2,132.50	0.85%	1.41%
\$750,000	\$5,125.50	0.68%	1.13%
\$1,500,000	\$8,630	0.58%	0.95%
\$7,000,000	\$32,280	0.46%	0.76%
\$15,000,000	\$66,680	0.44%	0.73%

Table 5

**Pitkin County’s Permit Fee and a Comparison of a Fixed Percentage Approach to Permit Fees**

Pitkin County uses a simple fixed percentage approach to calculating building permit fees. 2.7% of project valuations are assessed for building permit fees which also includes their plan review, impact fee, REMP fee, and use tax. Additionally, 60% of the permit fee is due at application submittal and the remaining 40% is due at permit issuance.

The approach of utilizing a fixed percentage to calculate building permit fees is linear across all project valuations, efficient for customers to understand and compute, and could eliminate the current revenue deficit for higher valuation projects. The following charts show comparisons of Gunnison County’s current fee schedule, Eagle County’s fee schedule, and three fixed percentage assessments based on project valuation, 0.9%, 1.0%, and 1.1%.

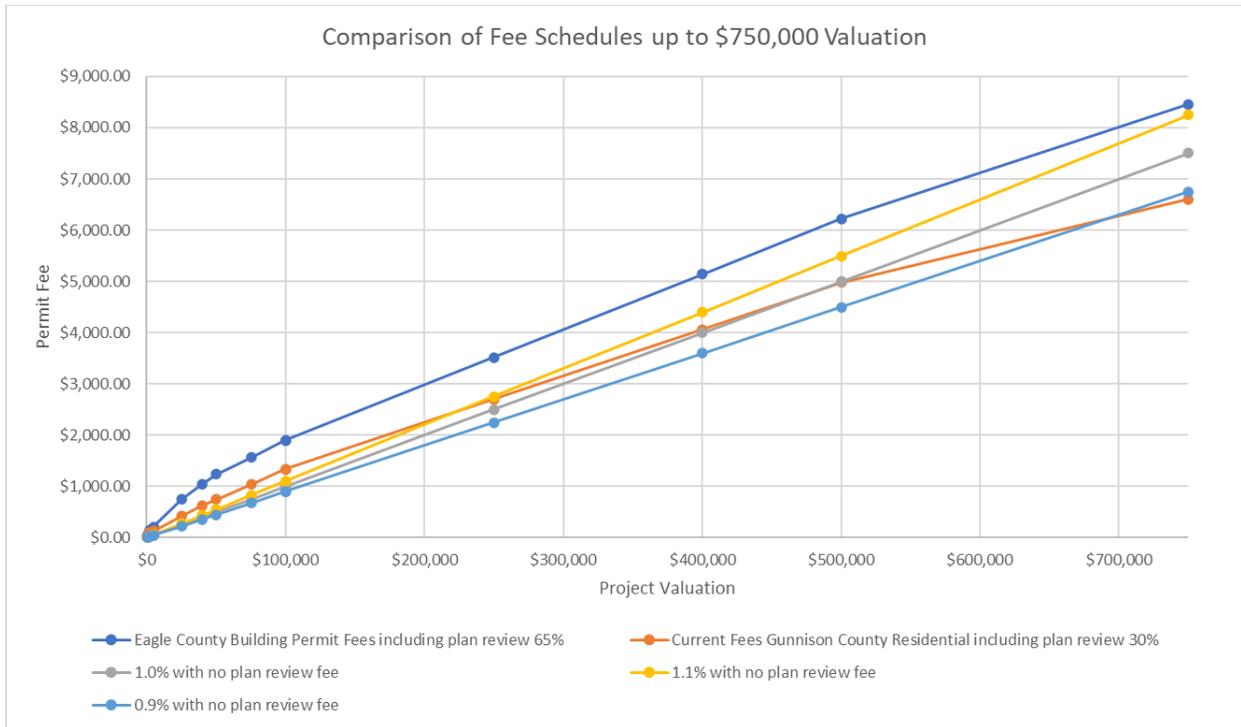


Chart 7

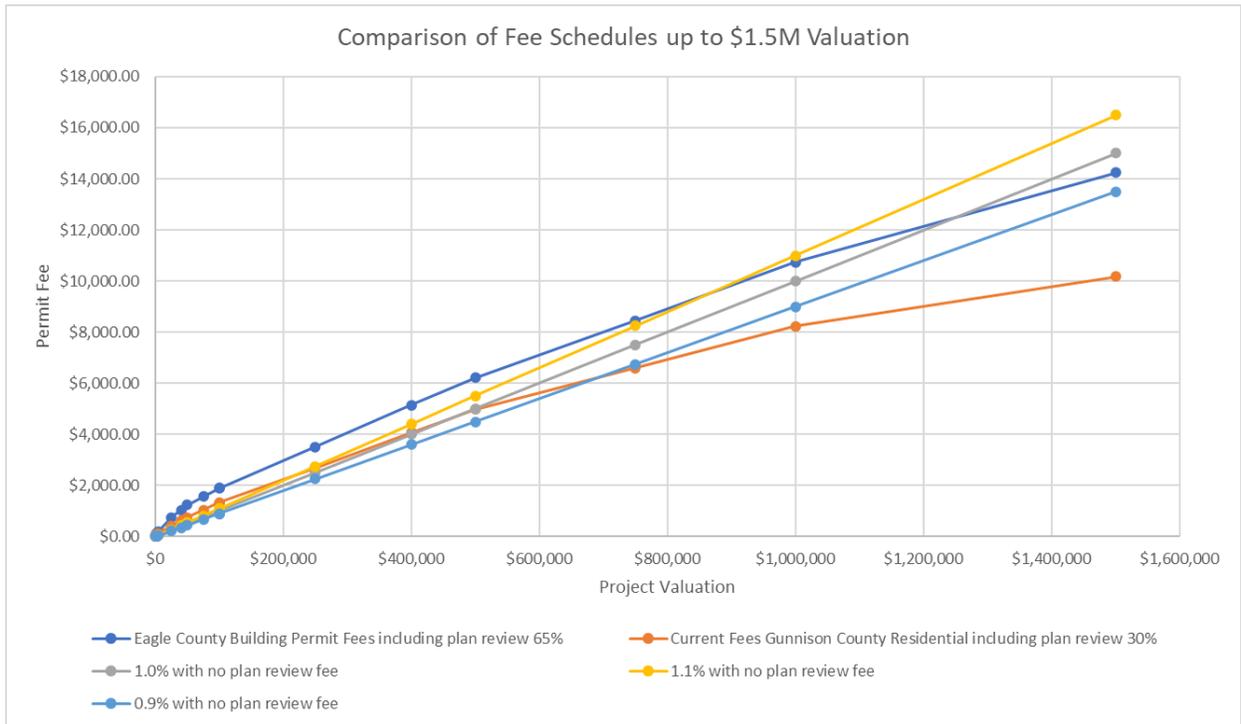


Chart 8

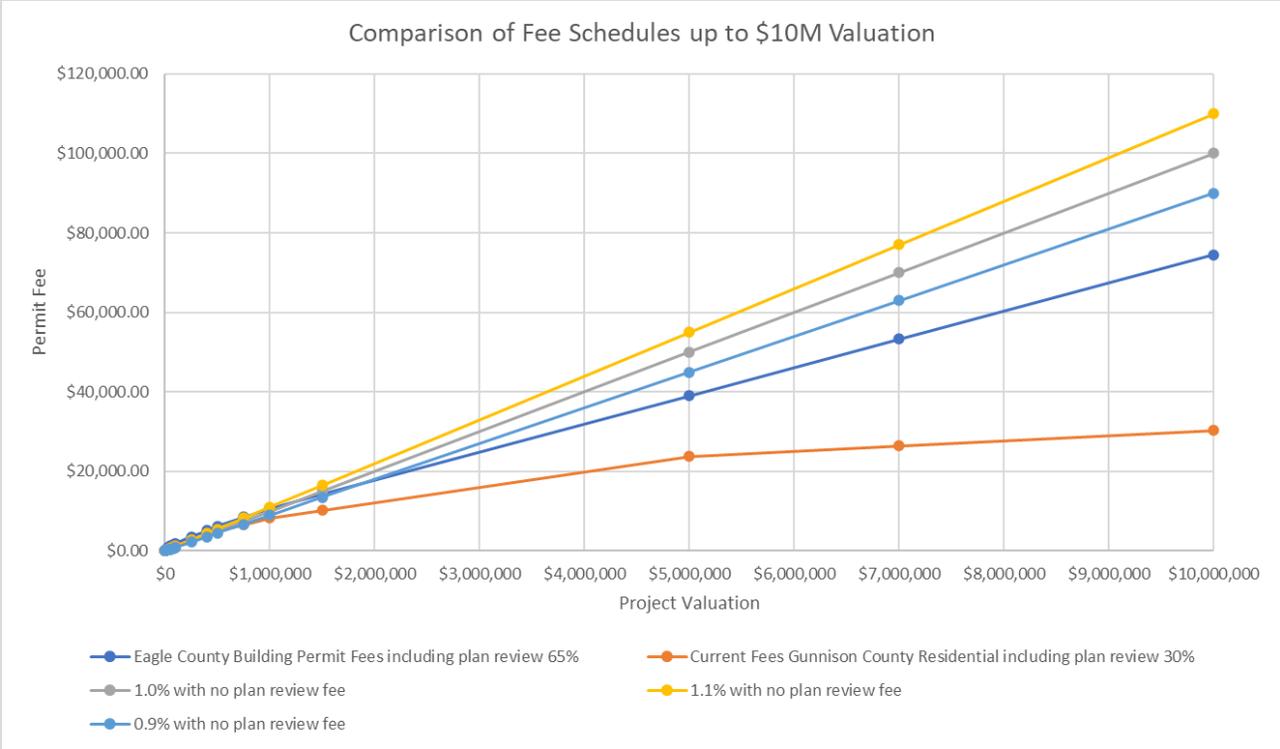


Chart 9

The following table shows what building permit revenues would have been using a fixed percentage of project valuations compared to the revenues collected under the current fee schedule.

	Actual fees collected using current schedule	Projected fees collected using 0.9%	Projected fees collected using 1.0%	Projected fees collected using 1.1%
2022	\$877,685	\$962,765	\$1,069,740	\$1,176,713
2023	\$630,079	\$847,875	\$942,083	\$1,036,291
2024	\$899,665	\$1,226,382	\$1,362,647	\$1,498,912

Table 6

The following table is a comparison of the building permit fees produced using Gunnison County’s current fee schedule, 0.9%, 1.0% and 1.1% fixed rates with no plan review fees, and Eagle County’s fee schedule with their 65% plan review fee.

Valuation	Current fees (BP & 30% PR)	0.9%	1.0%	1.1%	Eagle County total fees (BP & PR)
\$100,000	\$1,335	\$900	\$1,000	\$1,100	\$1,902
\$250,000	\$2,700	\$2,250	\$2,500	\$2,750	\$3,519
\$500,000	\$4,975	\$4,500	\$5,000	\$5,500	\$6,221
\$750,000	\$6,600	\$6,750	\$7,500	\$8,250	\$8,457
\$1M	\$8,225	\$9,000	\$10,000	\$11,000	\$10,746
\$2M	\$12,125	\$18,000	\$20,000	\$22,000	\$17,787

Table 7

The following table shows the average project valuation for all permits, all dwelling types, only one-family stand-alone dwellings, and premanufactured dwellings that were permitted in Gunnison County from 2022 to 2024. Project valuations are increasing for individual projects including dwellings.

	Average Valuation all permits (not including mechanical)	Average Valuation all dwelling types	Average Valuation one-family dwellings	Average premanufactured dwellings
<b>2022</b>	\$477,562 (\$592,907 after 5/3/2022 and \$204,806 before 5/3/2022)	\$839,616 (\$920,005 after 5/3/2022 and \$263,499 before 5/3/2022)	\$1,044,184 (\$1,135,750 after 5/3/2022 and \$334,315 before 5/3/2022)	\$164,850 (n=8)
<b>2023</b>	\$600,053	\$1,119,692	\$1,252,175	\$163,617 (n=4)
<b>2024</b>	\$867,928	\$1,405,981	\$1,790,443	\$218,230 (n=2)
On 5/3/2022 the local regional modifier of 2.8 began being applied to the average national construction cost per square foot to determine the project valuation or the applicant could supply the actual project valuation schedule. Resolution No.22-21				

Table 8

The following table shows the total number and types of dwelling units permitted by Gunnison County.

	One-family dwellings	Accessory dwellings	Townhouse and duplex units	Staff housing or tiny house units
<b>2022</b>	75	12	23	3
<b>2023</b>	55	4	12	3
<b>2024</b>	42	6	21	3

Table 9

**Application Deposit**

In 2011 the County began collecting an application fee of \$250 for dwellings. The application fee is credited towards the total permit fee at permit issuance and is non-refundable if the permit is not issued. The intent of this fee was to cover the cost of plan review and application processing in case the permit was not issued. In 2022, the County processed 27 applications for building permits that have not

been issued, only 13 were for dwellings where the \$250 deposit was collected. Similarly, in 2023 the County processed 31 applications for building permits that have not been issued, 15 of those applications were for dwellings. The staff time processing the applications in 2022 and 2023 was approximately 400 hours and \$7,000 was collected in application fees (or \$17.50/hr of staff review time). Collection of a portion of the building permit fee to cover the cost of plan review and application processing at the time of application submittal would ensure that staff time and resources spent reviewing and processing proposed applications is covered by the applicant should the permit not be issued. Staff recommends increasing the deposit at the time of application submittal to \$1,000 for new residential and commercial structures and \$200 for all other types including utility structures and repairs, alterations and additions to existing structures.

### **Recommendation**

Based on the above analysis, the projected budget for the development review program for 2025, the staff recommends the BOCC adopt a building permit fee that is a flat percentage of the total project valuation and eliminate the plan review fee. This will make it easier for applicants to predict their permit fees and easier to understand. Plan review fees were important to include when the County used valuations that were artificially low so that we could come closer to covering the costs of development review.

Staff recommends the adoption of a fee of 1.0%. A 1.0% fee appears to have the effect of reducing fees for projects with a valuation less than \$500,000 which is expected to reduce costs for projects that serve the residents with a smaller project budget including improvement projects such as additions, repairs and alterations. This is intended to reduce the fees for projects that are smaller in scale and require fewer inspections and increase the fees for large budget projects that are typically more complex and require significantly more staff time. A 1% fee is expected to be sufficient to cover the current and future costs of the development review program.

Staff recommends that a minimum building permit fee of \$300 be applied to all building permits to cover the cost of review and inspection.

To ensure that the cost of application review and processing is compensated, staff recommends that an application deposit of \$1,000 for new residential and commercial structures and \$300 for all other types including utility structures and repairs, alterations and additions to existing structures.

During the last fee revision in 2022, the BOCC Resolution noted that fees should be reviewed every two years, which gives the County the opportunity to review a modified fee schedule again in 2026. At that time staff will analyze the fee impacts.

### **Other Fees**

Community Development has reviewed other department fees and recommends updates or adoption of fees for other specific application types.

#### **Sage Grouse Review Fees**

The fees for Gunnison Sage-Grouse reviews were adopted in 2017 in Resolution No. 17-12 and recorded at Reception No. 645541.

The current fees are:

<b>Pre-Application Conference</b>	<b>Fee</b>
Desk Review	\$65
On-Site Consultation	\$225
<b>Permit Application</b>	<b>Fee</b>
Desk Review	\$65
On-Site Consultation	\$225

Staff recommends that the sage grouse review fee be updated annually in accordance with the consumer price index, beginning in 2025.

Oil and Gas Review Fees

The fees for oil and gas operations were adopted in 2011 in Resolution No. 11-17 and recorded at Reception No. 604949. The current fees are:

<b>Classification of Impact Review</b>	<b>Application Fee</b>
No Significant Impact	\$1200
Minor Impact	\$3,000
Major Impact	\$5,000

The fees have not been revised since 2011, and they do not increase annually according to the Consumer Price Index (CPI) as allowed for other land use fees. Staff recommends that the oil and gas fees be updated annually in accordance with the CPI, beginning in 2025.

Appeals

The currently adopted fee to submit an appeal is \$250. Staff recommends that this fee be increased to better reflect the cost of processing an appeal. An appeal typically requires significant staff time including staff from Community Development, the County Attorney’s office, and occasionally Public Works. Additionally, an appeal requires the convening of the Board of Adjustment whose members are paid a \$75 stipend per meeting along with the publication of required hearing notices.

Staff recommends the adoption of an appeal fee of \$3,132 (the same as Minor Impact). Previously, the Board had chosen to keep the appeal fee artificially low so as not to prevent any individual from submitting an appeal.

Miscellaneous Fees

Gunnison County has not adopted fees for the following application types:

- Variance: staff cannot find documentation that a fee was adopted for this application type. It is recommended that a fee of \$3,132 (same as Minor Impact) be adopted. A variance request requires the convening of the Board of Adjustment. The Board may wish to consider if that fee may be cost prohibitive for some individuals.

- Floodplain Development (not as part of a building permit application): No fee has been adopted for these applications. A floodplain development application is typically required for the installation of a new bridge (which does not require a building permit). Based on the amount of staff time required, staff recommends an application fee of \$300.
- Emergency Exception: No fee has been adopted for these applications. Staff recommends an application fee of \$234 (same as a special event permit).

Please feel free to reach out to Crystal or Cathie with any questions. Thank you.

**GUNNISON COUNTY LAND USE CHANGE FEE SCHEDULE/ PERMIT FEES**  
**Adopted by the Gunnison County Board of Commissioners January 24, 2000, amended May 3, 2022**  
**And adjusted each January per BOCC Resolutions 12-15 and 22-21**  
**For the year 2025**

TYPE OF LAND USE	FEE
<p align="center">Website: <a href="https://www.gunnisoncounty.org/144/Community-and-Economic-Development">https://www.gunnisoncounty.org/144/Community-and-Economic-Development</a>  Email: <a href="mailto:planning@gunnisoncounty.org">planning@gunnisoncounty.org</a></p> <p>*Not all permit applications are required to be reviewed by all agencies; unique circumstances of a parcel or of a proposed land use change or activity may require additional expert review; charges are imposed only when those reviews are required.</p>	
<b>ADMINISTRATIVE REVIEW</b>	<ul style="list-style-type: none"> <li>• \$1182</li> <li>• Publication Fees for public notices (if required)</li> </ul>
<b>MINOR IMPACT:</b> Any or all of the following, as applicable: <ul style="list-style-type: none"> <li>• Public Works review:*</li> <li>• Environmental Health Office review:*</li> <li>• Colorado Geologic Survey Review:*</li> <li>• Consulting engineer's review:*</li> </ul>	<ul style="list-style-type: none"> <li>• \$3132</li> <li>• \$788</li> <li>• \$127</li> <li>• Base fees + per hour fee as necessary, assessed by that agency</li> <li>• Base fees + per hour fee as necessary;</li> <li>• Publication Fees for public notices</li> </ul>
<ul style="list-style-type: none"> <li>• Minor subdivision:</li> </ul>	<ul style="list-style-type: none"> <li>• \$75/lot upon permit approval</li> <li>• Actual costs of plat recording</li> </ul>
<ul style="list-style-type: none"> <li>• Minor commercial or industrial space</li> </ul>	<ul style="list-style-type: none"> <li>• \$138/1,000 square feet of building; \$305/acre when no structure is involved</li> </ul>
<ul style="list-style-type: none"> <li>• Minor mining operation:</li> </ul>	<ul style="list-style-type: none"> <li>• \$354/affected acre + \$354/1,000 square feet of building space</li> </ul>
<ul style="list-style-type: none"> <li>• Road design to serve exempt subdivisions</li> </ul>	<ul style="list-style-type: none"> <li>• \$75/per dwelling unit to be served by the proposed road (If more than one dwelling unit is allowed by covenant or other similar means, total fee is based upon total #of dwelling units); additional fees may also be required for additional review by the Public Works Department</li> </ul>
<ul style="list-style-type: none"> <li>• Development Improvement Agreement*</li> </ul>	<ul style="list-style-type: none"> <li>• \$583</li> </ul>
<b>MAJOR IMPACT:</b>	
<b>SKETCH PLAN:</b> Payment is to be made at time of submittal: <ul style="list-style-type: none"> <li>• Major Impact Subdivision:</li> <li>• Major Impact Commercial or Industrial space:</li> <li>• Major Mining operation:</li> <li>• Public Works review:*</li> <li>• Environmental Health Office review:*</li> <li>• Colorado Geologic Survey Review:*</li> <li>• Consulting engineer's review:*</li> </ul>	<ul style="list-style-type: none"> <li>• \$4,640</li> <li>• + Publication Fees for public hearing(s) notice(s), and:</li> <li>• \$75/lot</li> <li>• \$138/1,000 square feet of building space; \$305/acre when no structure is involved</li> <li>• \$354/surface-disturbed acres + \$354/1,000 square feet of building space</li> <li>• \$1023</li> <li>• \$127</li> <li>• Base fees + per hour fee as necessary, assessed by that agency + per hour</li> <li>• Base fees + per hour fee as necessary, assessed by</li> </ul>

<p><b>PRELIMINARY PLAN:</b>  Payment to be made at time of submittal:</p> <ul style="list-style-type: none"> <li>• Major Impact Subdivision:</li>   <li>• Major Impact Commercial or Industrial space:</li>   <li>• Major Mining operation:</li> </ul> <p>Additional fees, as required for specific plans:</p> <ul style="list-style-type: none"> <li>• Public Works review:*</li> <li>• Environmental Health Office review:*</li> <li>• Colorado Geologic Survey Review:*</li>   <li>• Consulting engineer's review:*</li> </ul>	<ul style="list-style-type: none"> <li>• \$6263</li>   <li>• + Publication Fees for public hearing(s) notice(s) and:</li> <li>• \$138/lot</li>   <li>• \$283/1,000 square feet of building space; \$463/acre when no structure is involved</li>   <li>• \$485/surface-disturbed + \$354/1,000 square feet of building space</li>   <li>• \$1,966</li> <li>• \$354</li> <li>• Base fees + per hour fee as necessary, assessed by that agency</li> <li>• Base fees + per hour fee as necessary</li> </ul>
<p><b>FINAL PLANS:</b>  Payment to be made at time of submittal:</p> <ul style="list-style-type: none"> <li>• Final plan that requires a Development Improvement agreement</li> <li>• Final plan that does not require a Development Improvement Agreement</li>   <li>• If subdivision, plat recording</li> </ul>	<ul style="list-style-type: none"> <li>• \$986</li>   <li>• \$583</li> <li>• \$556</li>   <li>• Actual costs of plat recording</li> </ul>
<p><b>Final plat, condominiums and townhomes:</b></p>	<ul style="list-style-type: none"> <li>• \$138 + costs of plat recording (no additional application submittal fee)</li> </ul>
<p><b>Minor amendments to previously approved Sketch or Preliminary plans</b>, including time extensions. If found to be a significant amendment, the fee will be applied toward the applicable new Sketch or Preliminary Plan fee.</p>	<ul style="list-style-type: none"> <li>• \$583</li> </ul>
<p><b>Appeal of Staff Decision to Planning Commission:</b></p>	<ul style="list-style-type: none"> <li>• \$583</li> </ul>
<b>OTHER RELATED GENERAL LAND USE FEES</b>	
<p><b>Lot Cluster Agreement</b></p>	<ul style="list-style-type: none"> <li>• • \$1,182 + costs of recording of agreement</li> </ul>
<p><b>Long Term Camping Permit</b></p>	<ul style="list-style-type: none"> <li>• • \$349</li> </ul>
<p><b>Outdoor Vending Permit</b></p>	<ul style="list-style-type: none"> <li>• \$349</li> </ul>
<p><b>Street name change:</b></p>	<ul style="list-style-type: none"> <li>• \$138 + actual costs of public hearing notice and replat recording</li> </ul>
<p><b>Special Events Permit:</b></p>	<ul style="list-style-type: none"> <li>• \$234</li> </ul>
<p><b>Sign Permit</b></p>	<ul style="list-style-type: none"> <li>• \$583</li> </ul>
<p><b>Sign Waiver Application</b></p>	<ul style="list-style-type: none"> <li>• \$1,182</li> </ul>

BOARD OF COUNTY COMMISSIONERS OF GUNNISON COUNTY  
RESOLUTION NO. 11-17

A RESOLUTION ADOPTING A SCHEDULE OF FEES  
FOR OIL AND GAS OPERATIONS APPLICATIONS

**WHEREAS**, the Board of County Commissioners adopted the *Gunnison County Temporary Regulations for Oil and Gas Operations* on May 9, 2003; and

**WHEREAS**, *Section 1-103: E. Classification of Impact Review for Oil and Gas Permit* of the *Gunnison County Temporary Regulations for Oil and Gas Operations* identifies the level of review for Oil and Gas Operations; and

**WHEREAS**, the Gunnison County Community Development Department charges fees to defray the cost of processing and reviewing applications by the County; and

**WHEREAS**, the Board of County Commissioners is informed of the costs associated with the review of Oil and Gas Operations applications; and

**WHEREAS**, the Board of County Commissioners has not previously set fees for the review of Oil and Gas applications;

**NOW, THEREFORE, BE IT RESOLVED** by the Board of County Commissioners of Gunnison County, Colorado:

1. The Gunnison County Community Development Department Schedule of Fees for Oil and Gas Operations applications is hereby adopted as identified in Exhibit A (attached).
2. The Gunnison County Community Development Department Schedule of Fees for Oil and Gas Operations becomes effective upon the recordation of this Resolution with the Office of the Gunnison County Clerk and Recorder.

**INTRODUCED** by Commissioner *Swenson* seconded by Commissioner *Chamberland*, and adopted this 19<sup>th</sup> day of April, 2011.

BOARD OF COUNTY COMMISSIONERS OF GUNNISON COUNTY, COLORADO

*Hap Channell*  
Hap Channell, Chairperson

*Paula Swenson*  
Paula Swenson, Commissioner

*W. Chamberland*  
W. Chamberland, Commissioner

Attest:

*Katherine Flaase*  
Katherine Flaase, Deputy County Clerk





**EXHIBIT A**

**GUNNISON COUNTY COMMUNITY DEVELOPMENT DEPARTMENT  
SCHEDULE OF FEES FOR OIL AND GAS OPERATIONS APPLICATIONS**

<b><u>Classification of Impact Review</u></b>	<b><u>Application Fee</u></b>
Oil and Gas Permit for No Significant Impact Oil and Gas Operation	\$ 1,200.00
Oil and Gas Permit for a Minor Impact Oil and Gas Operation	\$ 3,000.00
Oil and Gas Permit for a Major Impact Oil and Gas Operation	\$ 5,000.00



**BOARD OF COUNTY COMMISSIONERS  
OF GUNNISON COUNTY  
RESOLUTION NO. 17-12**

**A RESOLUTION ADOPTING A SCHEDULE OF FEES  
FOR THE GUNNISON COUNTY COMMUNITY DEVELOPMENT DEPARTMENT  
FOR GUNNISON SAGE-GROUSE REVIEWS**

**WHEREAS**, pursuant to the Gunnison County Land Use Resolution, the Board of County Commissioners is authorized to set and amend the Community Development Department's permit fees in order to compensate the County for the cost of reviewing and processing applications for permits; and

**WHEREAS**, Community Development Department staff has provided the Board of County Commissioners a staff cost allocation analysis of Gunnison Sage-grouse review fees for permit applications; and

**WHEREAS**, the Board of County Commissioners has not charged a fee for the review of Gunnison Sage-grouse potential impacts associated with development within occupied Gunnison Sage-grouse habitat; and

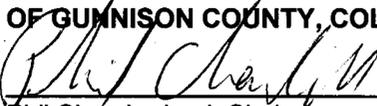
**WHEREAS**, the Board of County Commissioners is informed of the costs associated with the review of certain permits applications for potential impacts to Gunnison Sage-grouse and their habitat;

**NOW, THEREFORE, BE IT RESOLVED** by the Board of County Commissioners of Gunnison County, Colorado that:

The Community Development Department Schedule of Fees, amended to include Gunnison Sage-grouse review fees, is hereby adopted, attached hereto as Exhibit A.

**INTRODUCED** by Commissioner Messner, seconded by Commissioner Chamberland, and passed on this 21<sup>st</sup> day of March, 2017.

**BOARD OF COUNTY COMMISSIONERS  
OF GUNNISON COUNTY, COLORADO**

  
\_\_\_\_\_  
Phil Chamberland, Chairperson

(Absent)  
\_\_\_\_\_  
Jonathan Houck, Commissioner

  
\_\_\_\_\_  
John Messner, Commissioner

**ATTEST:**

  
\_\_\_\_\_  
Deputy Gunnison County Clerk and Recorder





**Exhibit A**

**GUNNISON COUNTY COMMUNITY DEVELOPMENT DEPARTMENT  
SCHEDULE OF AMENDED FEES**

**Gunnison Sage-grouse Review Fees**

<b><u>Pre-application Conference</u></b>	<b><u>Fee</u></b>
Desk Review	\$65
On-Site Consultation	\$225

<b><u>All Other Permits</u></b>	
Desk Review	\$65
On-Site Consultation	\$225

**AGENDA ITEM or FINAL CONTRACT REVIEW SUBMITTAL FORM**

**Agenda Item:** IT Performance Update

**Action Requested:** Discussion

**Parties to the Agreement:** Gunnison County IT Director

**Term Begins:**

**Term Ends:**

**Grant Contract #:**

**Summary:**

Update on strategic goals for Gunnison County's Information Technology department.

**Fiscal Impact:**

**Submitted by:** Chris Lindner

**Submitter's Email Address:** clindner@gunnisoncounty.org

**Finance Review:**

Required

Not Required

Comments:

Reviewed by:

Discharge Date:

**County Attorney Review:**

Required

Not Required

Comments:

Reviewed by:

Discharge Date:

Certificate of Insurance Required

Yes  No

**County Manager Review:**

Comments:

Reviewed by: GUNCOUNTY1\mbirmie

Discharge Date: 4/4/2025

Consent Agenda

Regular Agenda

Worksession

Time Allotted: 30

Agenda Date: 4/8/2025



**Chris Lindner, IT Director**

Phone: (970) 641-1410

Email: [support@gunnisoncounty.org](mailto:support@gunnisoncounty.org)

Website: [www.GunnisonCounty.org](http://www.GunnisonCounty.org)

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Dear Board of County Commissioners,

I am writing to provide a high-level overview of the IT Department's goals, objectives, and performance targets for the past and upcoming year, in preparation for our upcoming discussion at the BOCC meeting.

Our primary focus remains on ensuring the reliability and security of our technology infrastructure while aligning our efforts with the county's operational and strategic goals. We continue to refine our systems to enhance service delivery, reduce disruptions, and improve efficiency across all departments. Key areas of focus include:

- Strengthening cybersecurity measures with enhanced training, MFA adoption, and cloud backup solutions.
- Ongoing infrastructure upgrades, including improvements to our wireless networks, phone system, and critical infrastructure.
- Strategic partnerships with departmental teams to drive operational success and technological innovation.
- Maintaining high standards for service delivery and improving employee satisfaction with IT resources.

We are also focusing on long-term sustainability by prioritizing system refreshes, improving network performance, and addressing training needs to ensure all employees are well-equipped to navigate the technology available to them.

Further details and specific metrics will be shared in our presentation during the meeting. I look forward to discussing our progress and receiving your feedback on our priorities for the year ahead.

Sincerely,  
Chris Lindner  
IT Director

**PERFORMANCE REPORT**  
**for the**  
**Information Technology (IT)**  
**Department**



**Information Technology Department**

Element	Summary Views	Detail Views
Scorecards	<ul style="list-style-type: none"> <li>• <a href="#">Department Structure &amp; Strategic Results</a></li> </ul>	
Strategic Results		<ul style="list-style-type: none"> <li>• <a href="#">Performance</a></li> <li>• <a href="#">Training</a></li> <li>• <a href="#">Cybersecurity</a></li> <li>• <a href="#">Strategic Partnerships</a></li> <li>• <a href="#">Accessibility</a></li> </ul>

**Information Technology Program**

Element	Summary Views	Detail Views
Scorecards	<ul style="list-style-type: none"> <li>• <a href="#">Information Technology Program</a></li> </ul>	

Element	Summary Views	Detail Views
Measures		<ul style="list-style-type: none"> <li>• Percentage of respondents to the annual employee survey who rate the overall quality of service provided by the IT Department as good or excellent.</li> <li>• Percentage uptime of critical applications which impact services to the public during regular working hours.</li> <li>• Percentage of respondents to the annual employee survey who rate telephone system quality as good or excellent.</li> <li>• Percentage of respondents to the annual employee survey who rate network system quality as good or excellent.</li> <li>• Percentage of respondents to the annual employee survey who state that the quality of audio/visual equipment is good or excellent.</li> <li>• Percentage of network, server, printer, phone and storage equipment replaced no more than every 10 years.</li> <li>• Percentage of County facilities that experience 100 Mbps upload and download internet speeds.</li> <li>• Percentage of County fiber-connected County facilities that experience one or better Gbps upload and download speeds within the Local Area Network (LAN).</li> <li>• Percentage of all databases, websites and application services that have active uptime monitoring, alerts and reporting.</li> <li>• Percentage of workstations and servers that have basic (non-“advanced”) Endpoint Detection and Response (EDR) capability.</li> <li>• Percentage of networking configurations and servers that have an immutable back up on the cloud every 30 days.</li> <li>• By the end of 2023, the County will have a comprehensive plan for migration from a .org domain to a .gov domain.</li> <li>• Percentage of servers and network equipment with aggregate log information to a Security Information and Event Management (SIEM) solution.</li> <li>• Percentage of workstations and servers that comply with Federal Center for Internet Security (CIS) benchmarks with documented exceptions.</li> <li>• By the end of 2023, the County will have a comprehensive plan for compliance with HB21-1110 regarding accessibility to digital services.</li> <li>• Percentage of County employees and vendors required to use Multi-Factor Authentication (MFA) for work station logins, web services and remote access.</li> <li>• Percentage of systems inventoried and documented on an ongoing basis</li> <li>• Percentage of workstations, servers and networking equipment updated to current “critical” versions within 10 working days of release date.</li> <li>• Percentage of hardware and software that remains officially supported by the manufacturer.</li> <li>• Expense per employee supported.</li> <li>• Percentage of respondents to the annual employee survey rate the quality of Help Desk services as good or excellent.</li> <li>• Percentage of workstations replaced no more than every six years.</li> <li>• Percentage of respondents to the annual employee survey rate the timeliness of Help Desk services as good or excellent.</li> <li>• Percentage of service requests are resolved as follows:</li> <li>• Expense per help desk response provided.</li> <li>• Percentage of department directors who report that they have a strategic partner in the IT Department to help them achieve or improve their operational and strategic results.</li> <li>• Percentage of department directors who report that major project consultations (8+ hours) improved efficiency, service delivery or resource allocation.</li> <li>• Percentage of respondents to the annual employee survey rate the quality of computer training services as good or excellent.</li> <li>• Percentage of new employees will complete cybersecurity training within the first three weeks of employment.</li> <li>• Percentage of employees will complete cybersecurity training on a biannual basis.</li> <li>• Percentage of respondents to the annual employee survey will state that they had access to universal application training.</li> <li>• Percentage of respondents to the annual employee survey will state that they had access to administrative application training.</li> <li>• Percentage of respondents to the annual employee survey will state that they had access to phone system training.</li> <li>• Percentage of respondents to the annual employee survey will state that they experienced improved ability to use administrative applications after attending a formal training provided by IT.</li> <li>• Percentage of respondents to the annual employee survey will state that they experienced improved ability to use universal applications after attending a formal training provided by IT.</li> <li>• Percentage of respondents to the annual employee survey will state that they experienced improved ability to use phone systems after attending a formal training provided by IT.</li> </ul>

Element	Summary Views	Detail Views
		<ul style="list-style-type: none"> <li>• Percentage of formal class participants will state that they experienced improved cybersecurity awareness after attending a formal training provided by IT.</li> <li>• Percentage of formal class participants will state that they experienced improved ability to use administrative applications after attending a formal training provided by IT.</li> <li>• Percentage of formal class participants will state that they experienced improved ability to use universal applications after attending a formal training provided by IT.</li> <li>• Percentage of formal class participants will state that they experienced improved ability to use phone systems after attending a formal training provided by IT.</li> <li>• Expense per County employee.</li> </ul>

# Department Structure & Strategic Results

Information Technology Department

 Home

 Scorecards

 Strategic Re...

## Department Mission

The mission of the Information Technology Department is to provide secure Infrastructure, Help Desk support, Strategic Partnerships, and Training services to County departments so they can leverage technology to achieve their operational and strategic results for internal and external customers.

## Program / Activity Structure

### Information Technology Program

- [Infrastructure Activity](#)
- [Help Desk Activity](#)
- [Strategic Partnerships Activity](#)
- [Training Activity](#)

## Strategic Results

### 1. Performance:

Through the development of a modernized and comprehensive performance plan, County departments will experience improved performance of information technology, as evidenced by:

- By 12/31/2024, 90% of respondents to the annual employee survey will state that the quality of audio/visual equipment is good or excellent;
- By 12/31/2024, 95% of workstations will be replaced no more than every six years;
- By 12/31/2024, 95% of network, server, printer, phone and storage equipment will be replaced no more than every 10 years;
- By 12/31/2024, 80% of County facilities will experience 100 Mbps upload and download internet speeds;
- By 12/31/2024, 95% of County fiber-connected County facilities will experience five Gbps upload and download speeds within the Local Area Network (LAN); and
- By 12/31/2026, 75% of all databases, websites and application services will have active performance monitoring, alerts and reporting.

### 7. Training:

Through the development of a comprehensive training strategy, County departments will experience enhanced capacity to use IT resources, as evidenced by:

- By 12/31/2024, 100% of new employees will complete cybersecurity training within the first three weeks of employment;
- By 12/31/2024, 100% of employees will complete cybersecurity training on a biannual basis;
- By 12/31/2024, 95% of respondents to the annual employee survey will state that they had access to universal application training;
- By 12/31/2024, 95% of respondents to the annual employee survey will state that they had access to administrative application training;
- By 12/31/2024, 95% of respondents to the annual employee survey will state that they had access to phone system training;
- By 12/31/2024, 75% of formal class participants will state that they experienced improved ability to use administrative applications;
- By 12/31/2024, 75% of formal class participants will state that they experienced improved ability to use universal applications;
- By 12/31/2024, 75% of formal class participants will state that they experienced improved ability to use phone systems; and
- By 12/31/2024, 75% of formal class participants will state that they experienced improved cybersecurity awareness.

### 10. Cybersecurity:

Through development of a modernized, comprehensive security strategy, the County will experience an enhanced security posture, as evidenced by:

- By 12/31/2023, 100% of networking configurations and servers will have an immutable back up on the cloud every 30 days;
- By 12/31/2024, 100% of County employees and vendors will be required to use Multi-Factor Authentication (MFA) for work station logins, web services and remote access;
- By 12/31/2025, 90% of workstations and servers will have basic (non-“advanced”) Endpoint Detection and Response (EDR) capability;
- By 12/31/2025, the County will have migrated from a .org domain to a .gov domain;
- By 12/31/2025, 90% of servers and network equipment will aggregate log information to a Security Information and Event Management (SIEM) solution; and
- By 12/31/2025, 95% of workstations and servers will comply with Federal Center for Internet Security (CIS) benchmarks with documented exceptions.

### 7. Strategic Partnerships:

By 12/31/2023, a County policy will be adopted by the Board of County Commissioners requiring that all IT software purchases and hardware purchases over \$100 will be pre-approved by IT; and

- Annually, at least 90% of department directors will report that they have a strategic partner in the IT Department to help them achieve or improve their operational and strategic results.

2. Accessibility:

- By 7/1/2024, the County will be compliant with HB21-1110 regarding accessibility to digital services.

# Performance

Information Technology Department

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[Strategic Re...](#)

## Description

Through the development of a modernized and comprehensive performance plan, County departments will experience improved performance of information technology, as evidenced by:

- By 12/31/2024, 90% of respondents to the annual employee survey will state that the quality of audio/visual equipment is good or excellent;
- By 12/31/2024, 95% of workstations will be replaced no more than every six years;
- By 12/31/2024, 95% of network, server, printer, phone and storage equipment will be replaced no more than every 10 years;
- By 12/31/2024, 80% of County facilities will experience 100 Mbps upload and download internet speeds;
- By 12/31/2024, 95% of County fiber-connected County facilities will experience five Gbps upload and download speeds within the Local Area Network (LAN); and
- By 12/31/2026, 75% of all databases, websites and application services will have active performance monitoring, alerts and reporting.

## Owner



Chris Lindner (Information Technology)

## Due Date

12/31/26

## Last Edited

2/4/25 @ 4:41 PM

## Strategic Result Completed?

Mar-25

No

## Performance Narrative

# Training

Information Technology Department

## Description

Through the development of a comprehensive training strategy, County departments will experience enhanced capacity to use IT resources, as evidenced by:

- By 12/31/2024, 100% of new employees will complete cybersecurity training within the first three weeks of employment;
- By 12/31/2024, 100% of employees will complete cybersecurity training on a biannual basis;
- By 12/31/2024, 95% of respondents to the annual employee survey will state that they had access to universal application training;
- By 12/31/2024, 95% of respondents to the annual employee survey will state that they had access to administrative application training;
- By 12/31/2024, 95% of respondents to the annual employee survey will state that they had access to phone system training;
- By 12/31/2024, 75% of formal class participants will state that they experienced improved ability to use administrative applications;
- By 12/31/2024, 75% of formal class participants will state that they experienced improved ability to use universal applications;
- By 12/31/2024, 75% of formal class participants will state that they experienced improved ability to use phone systems; and
- By 12/31/2024, 75% of formal class participants will state that they experienced improved cybersecurity awareness.

## Owner

 Chris Lindner (Information Technology)

## Due Date

12/31/24

## Last Edited

2/4/25 @ 4:40 PM

## Strategic Result Completed?

Mar-25

No

## Performance Narrative

**Description**

Through development of a modernized, comprehensive security strategy, the County will experience an enhanced security posture, as evidenced by:

- By 12/31/2023, 100% of networking configurations and servers will have an immutable back up on the cloud every 30 days;
- By 12/31/2024, 100% of County employees and vendors will be required to use Multi-Factor Authentication (MFA) for work station logins, web services and remote access;
- By 12/31/2025, 90% of workstations and servers will have basic (non-“advanced”) Endpoint Detection and Response (EDR) capability;
- By 12/31/2025, the County will have migrated from a .org domain to a .gov domain;
- By 12/31/2025, 90% of servers and network equipment will aggregate log information to a Security Information and Event Management (SIEM) solution; and
- By 12/31/2025, 95% of workstations and servers will comply with Federal Center for Internet Security (CIS) benchmarks with documented exceptions.

**Owner**

 Chris Lindner (Information Technology)

**Due Date**

12/31/25

**Last Edited**

2/4/25 @ 4:37 PM

**Strategic Result Completed?**

Mar-25

No

**Performance Narrative**

## Strategic Partnerships

Information Technology Department

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 Scorecards

 Strategic Re...

### Description

By 12/31/2023, a County policy will be adopted by the Board of County Commissioners requiring that all IT software purchases and hardware purchases over \$100 will be pre-approved by IT; and

- Annually, at least 90% of department directors will report that they have a strategic partner in the IT Department to help them achieve or improve their operational and strategic results.

### Owner



Chris Lindner (Information Technology)

### Due Date

12/31/23

### Last Edited

2/4/25 @ 4:38 PM

### Strategic Result Completed?

Mar-25

No

### Performance Narrative

## Accessibility

Information Technology Department

 Home

 Scorecards

 Strategic Re...

### Description

- By 7/1/2024, the County will be compliant with HB21-1110 regarding accessibility to digital services.

### Owner



Chris Lindner (Information Technology)

### Due Date

7/1/24

### Last Edited

2/4/25 @ 4:39 PM

### Strategic Result Completed?

Mar-25

No

### Performance Narrative

# Information Technology Program

Information Technology Program

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 Scorecards

 Measures

## Program Purpose Statement

The purpose of the Information Technology Program is provide secure Infrastructure, Help Desk, Strategic Partnerships, and Training services to County departments so they can leverage technology to achieve their operational and strategic results for internal and external customers.

## Performance Narrative

## Program Key Results

-  Percentage of respondents to the annual employee survey who rate the overall quality of service provided by the IT Department as good or excellent.
-  Percentage uptime of critical applications which impact services to the public during regular working hours.
-  Percentage of respondents to the annual employee survey rate the quality of Help Desk services as good or excellent.
-  Percentage of department directors who report that they have a strategic partner in the IT Department to help them achieve or improve their operational and strategic results.
-  Percentage of respondents to the annual employee survey rate the quality of computer training services as good or excellent.

**Percentage of respondents to the annual employee survey who rate the overall quality of service provided by the IT Department as good or excellent.**  
Information Technology Program

**Description**

**Owner**



Chris Lindner (Information Technology)

**Collaborators**

**Percentage of respondents to the annual employee survey who rate the overall quality of service provided by the IT Department as good or excellent.**



**Performance Narrative**



# Percentage uptime of critical applications which impact services to the public during regular working hours.

Information Technology Program

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[Measures](#)

## Description

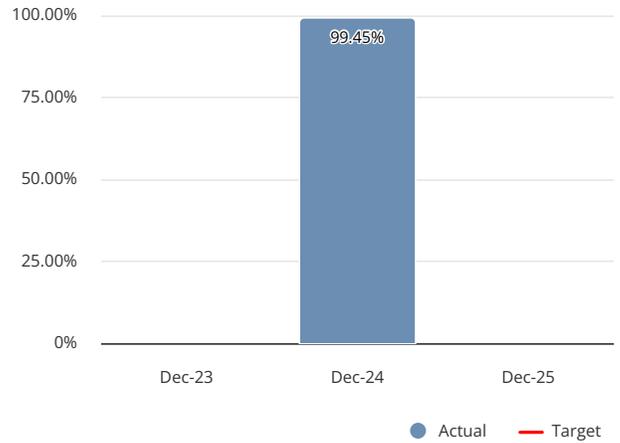
### Owner



Chris Lindner (Information Technology)

### Collaborators

### Percentage uptime of critical applications which impact services to the public during regular working hours.



## Performance Narrative

Update 3/31/25 - 99.45% uptime is ahead of our goal, but also leaves room for improvement.

# Percentage of respondents to the annual employee survey who rate telephone system quality as good or excellent.

Information Technology Program

## Description

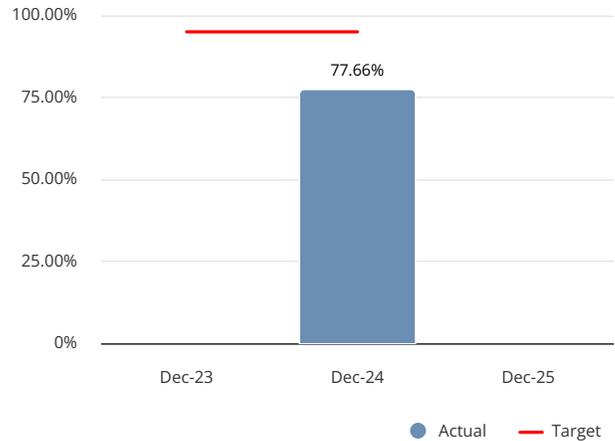
### Owner



Chris Lindner (Information Technology)

### Collaborators

### Percentage of respondents to the annual employee survey who rate telephone system quality as good or excellent.



## Performance Narrative

Update 3/31/25 - 73/95 or 77.66%. - Over the past 3-4 months, we have undertaken a major phone infrastructure transition, moving from a traditional on-premises PBX to a cloud-hosted solution via Zoom Phone. As expected, managing two different systems during this period presented challenges for both the front-end user experience and back-end administration.

Looking ahead, continued training, peripheral support, and incremental improvements are planned throughout 2025. Beyond that, the new system is projected to be cost-effective, easier to maintain, and provide a best-in-class experience for our end users. With the initial investment and transition nearly complete, we anticipate significant improvements to this metric in the coming years.



# Percentage of respondents to the annual employee survey who rate network system quality as good or excellent.

Information Technology Program

## Description

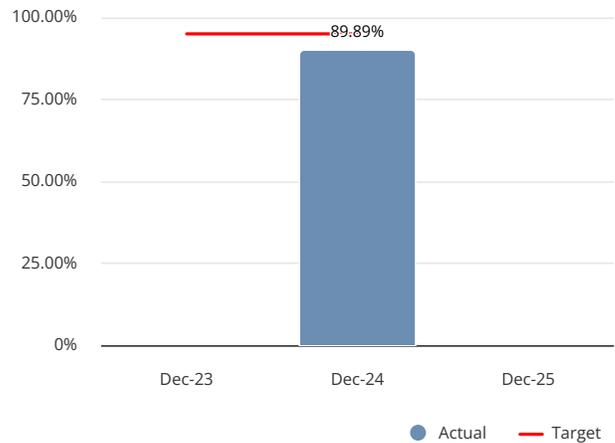
### Owner



Chris Lindner (Information Technology)

### Collaborators

### Percentage of respondents to the annual employee survey who rate network system quality as good or excellent.



## Performance Narrative

Update 3/31/25 - 80/89 or 89.89% - We'll continue monitoring this metric closely. In recent years, overall bandwidth has improved significantly across multiple locations. Additionally, overall uptime has consistently exceeded 99%, reflecting the stability of our infrastructure. However, with an upcoming county-wide refresh of network switches and wireless access points, network connectivity and performance will remain a key focus. By implementing better monitoring and proactive troubleshooting tools on top of the refreshed hardware, we anticipate further improvements in this metric.



# Percentage of respondents to the annual employee survey who state that the quality of audio/visual equipment is good or excellent.

Information Technology Program

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[Scorecards](#)

[Measures](#)

## Description

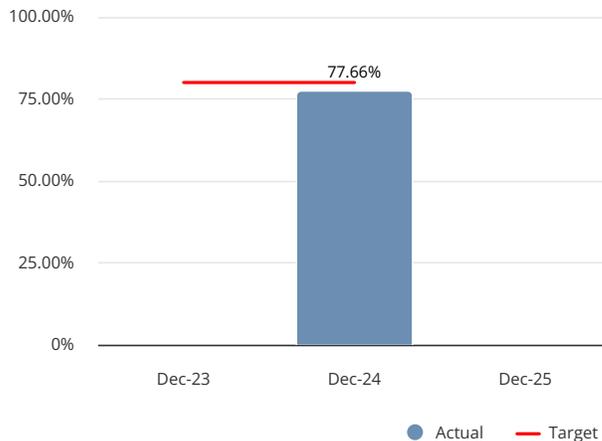
### Owner



Chris Lindner (Information Technology)

### Collaborators

### Percentage of respondents to the annual employee survey who state that the quality of audio/visual equipment is good or excellent.



## Performance Narrative

Update 3/31/25 - 73/94 or 77.66% - This metric is close to the goal, but requires attention. Enhancing training and documentation, ensuring consistency in A/V solutions, and increasing end-user outreach and engagement will be key to driving improvement.



# Percentage of network, server, printer, phone and storage equipment replaced no more than every 10 years.

Information Technology Program

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[Measures](#)

## Description

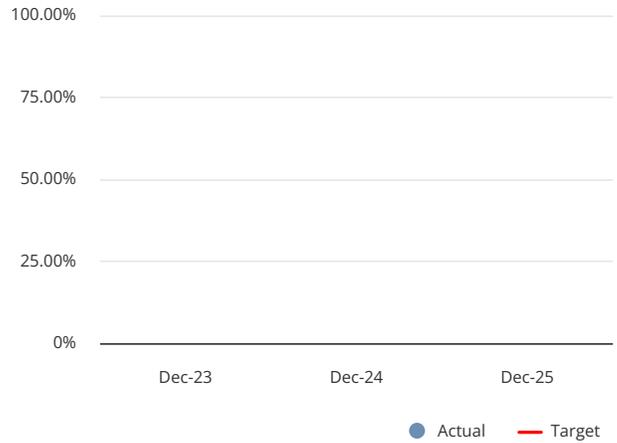
### Owner



Chris Lindner (Information Technology)

### Collaborators

### Percentage of network, server, printer, phone and storage equipment replaced no more than every 10 years.



## Performance Narrative

Update 3/31/25 - Data not collected.



# Percentage of County facilities that experience 100 Mbps upload and download internet speeds.

Information Technology Program

[Home](#)

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[Measures](#)

## Description

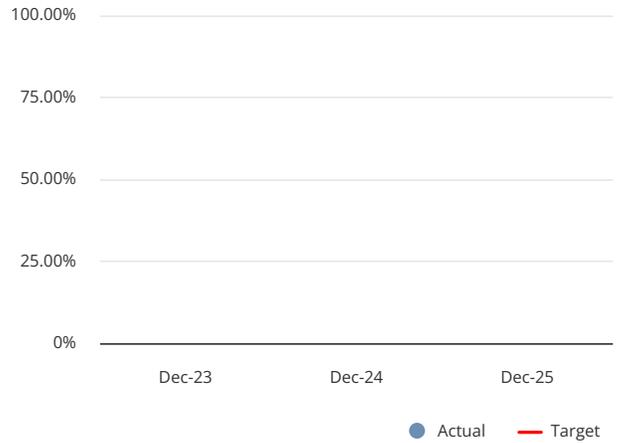
### Owner



Chris Lindner (Information Technology)

### Collaborators

### Percentage of County facilities that experience 100 Mbps upload and download internet speeds.



## Performance Narrative

Update 3/31/25 - Data not collected.



# Percentage of County fiber-connected County facilities that experience one or better Gbps upload and download speeds within the Local Area Network (LAN).

Information Technology Program

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[Measures](#)

## Description

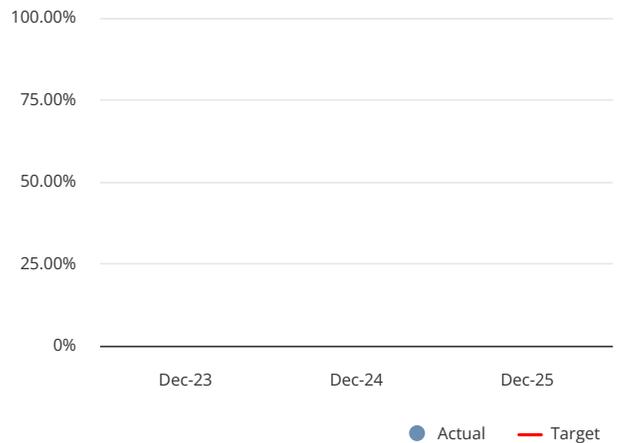
### Owner



Chris Lindner (Information Technology)

### Collaborators

### Percentage of County fiber-connected County facilities that experience one or better Gbps upload and download speeds within the Local Area Network (LAN).



## Performance Narrative

Update 3/31/25 - Data not collected.



# Percentage of all databases, websites and application services that have active uptime monitoring, alerts and reporting.

Information Technology Program

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## Description

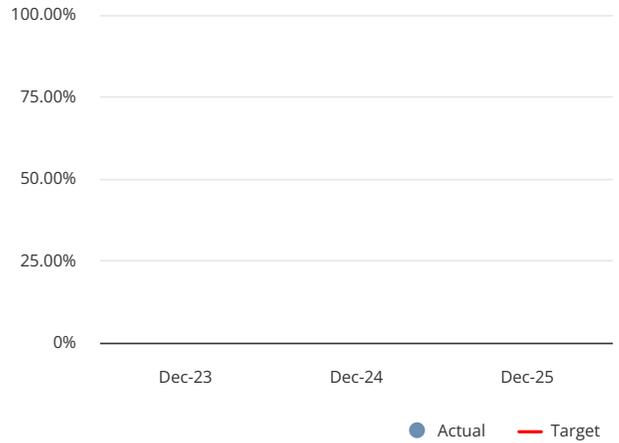
### Owner



Chris Lindner (Information Technology)

### Collaborators

### Percentage of all databases, websites and application services that have active uptime monitoring, alerts and reporting.



## Performance Narrative

Update 3/31/25 - Data not collected. Per Strategic Business Plan, targeted for 12/31/26.



# Percentage of workstations and servers that have basic (non-“advanced”) Endpoint Detection and Response (EDR) capability.

Information Technology Program

## Description

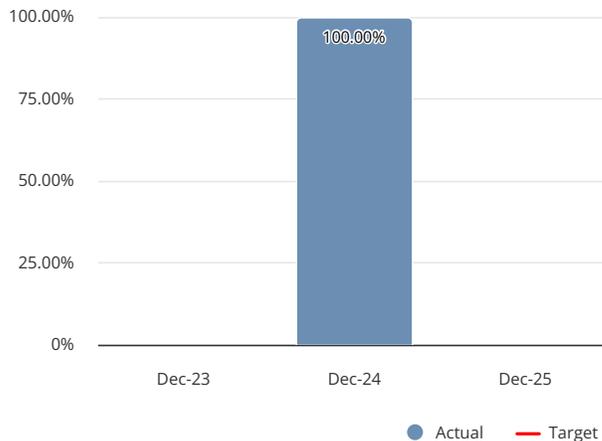
### Owner



Chris Lindner (Information Technology)

### Collaborators

### Percentage of workstations and servers that have basic (non-“advanced”) Endpoint Detection and Response (EDR) capability.



## Performance Narrative

Update 3/31/25 - We have achieved 100% deployment of an "advanced" EDR solution, surpassing both our functionality and timeline goals well ahead of the 12/31/2025 target.



# Percentage of networking configurations and servers that have an immutable back up on the cloud every 30 days.

Information Technology Program

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## Description

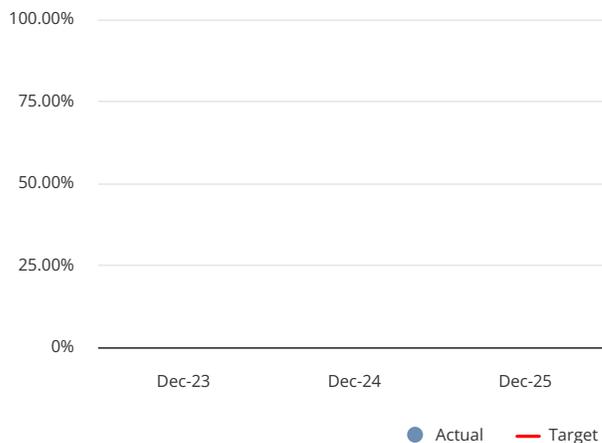
### Owner



Chris Lindner (Information Technology)

### Collaborators

### Percentage of networking configurations and servers that have an immutable back up on the cloud every 30 days.



## Performance Narrative

Update 3/31/25 - Data not collected. Nightly cloud backups exist for the most recent configuration of all network/server configurations.



# By the end of 2023, the County will have a comprehensive plan for migration from a .org domain to a .gov domain.

Information Technology Program

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[Measures](#)

## Description

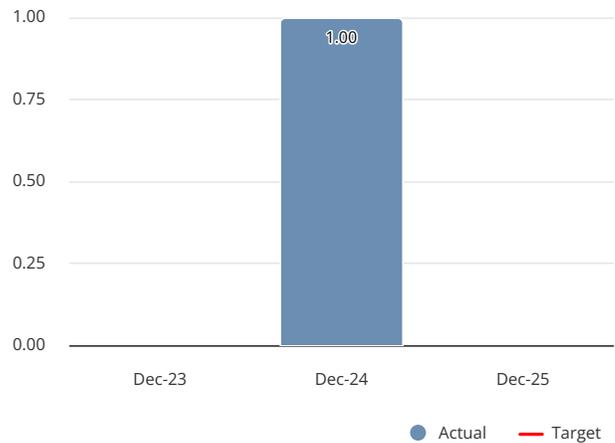
### Owner



Chris Lindner (Information Technology)

### Collaborators

### By the end of 2023, the County will have a comprehensive plan for migration from a .org domain to a .gov domain.



## Performance Narrative

Update 3/31/25 - Per Strategic Business Plan, the actual implementation is a goal for 12/31/25. The migration is underway and our .gov domain is secured. The next phase is to test functionality using .gov alias on existing .org email addresses, websites, etc. Lastly, we'll work to update marketing materials and communications while .org is phased out.



# Percentage of servers and network equipment with aggregate log information to a Security Information and Event Management (SIEM) solution.

Information Technology Program

## Description

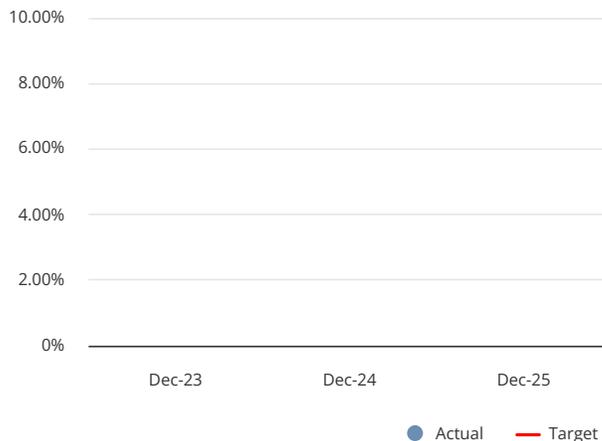
### Owner



Chris Lindner (Information Technology)

### Collaborators

### Percentage of servers and network equipment with aggregate log information to a Security Information and Event Management (SIEM) solution.



## Performance Narrative

Update 3/31/25 - Data not collected. Per the Strategic Business Plan, the official implementation goal is set for 12/31/25. However, we have already achieved 100% deployment of an "advanced" EDR solution across all workstations and servers, including SIEM data integration. This means the workstation and server infrastructure is fully completed. That said, some additional work remains to ingest SIEM data from the remaining network equipment infrastructure.



# Percentage of workstations and servers that comply with Federal Center for Internet Security (CIS) benchmarks with documented exceptions.

Information Technology Program

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## Description

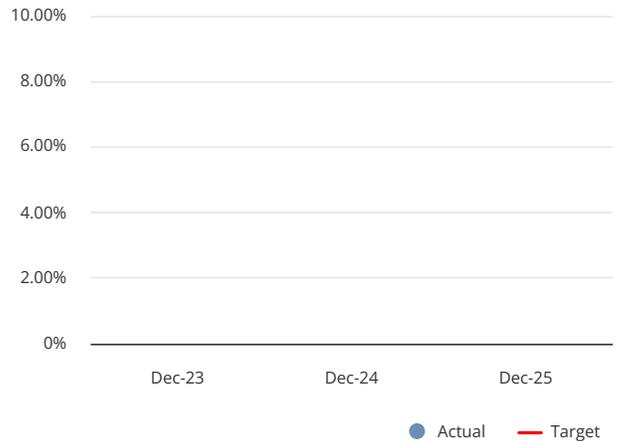
### Owner



Chris Lindner (Information Technology)

### Collaborators

### Percentage of workstations and servers that comply with Federal Center for Internet Security (CIS) benchmarks with documented exceptions.



## Performance Narrative

Update 3/31/25 - Data not collected. Per the Strategic Business Plan, the official implementation goal is set for 12/31/25.

Our current workstation and server configurations are largely guided by CIS benchmarks. However, there is still room for improvement in streamlining the integration process, particularly in how change management is implemented and documented.



# By the end of 2023, the County will have a comprehensive plan for compliance with HB21-1110 regarding accessibility to digital services.

Information Technology Program

## Description

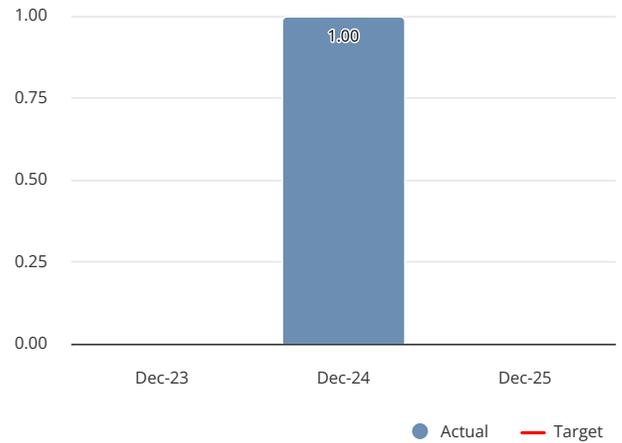
### Owner



Chris Lindner (Information Technology)

### Collaborators

By the end of 2023, the County will have a comprehensive plan for compliance with HB21-1110 regarding accessibility to digital services.



## Performance Narrative

Update 3/31/25 - The plan has been presented to management, focusing on remediation and training in prioritized areas.



# Percentage of County employees and vendors required to use Multi-Factor Authentication (MFA) for work station logins, web services and remote access.

Information Technology Program

## Description

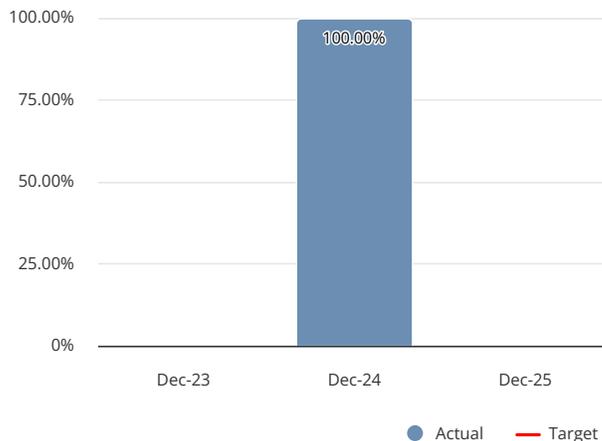
### Owner



Chris Lindner (Information Technology)

### Collaborators

### Percentage of County employees and vendors required to use Multi-Factor Authentication (MFA) for work station logins, web services and remote access.



## Performance Narrative

Update 3/31/25 - This was a significant security accomplishment and project that impacted the end-user experience across the board. Overall, we're very pleased with how this solution is performing, as it effectively meets several key requirements from our various cybersecurity audits.

However, ongoing training and troubleshooting remain critical. Continued training ensures that all users are well-prepared to leverage the solution effectively, while proactive troubleshooting allows us to quickly identify and resolve any issues, maintaining smooth operation and minimizing disruptions.



# Percentage of systems inventoried and documented on an ongoing basis

Information Technology Program

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[Measures](#)

## Description

## Owner



Chris Lindner (Information Technology)

## Collaborators

## Percentage of systems are inventoried and documented on an ongoing basis



## Performance Narrative

Update 3/31/25 - Data not collected.



# Percentage of workstations, servers and networking equipment updated to current "critical" versions within 10 working days of release date.

Information Technology Program

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## Description

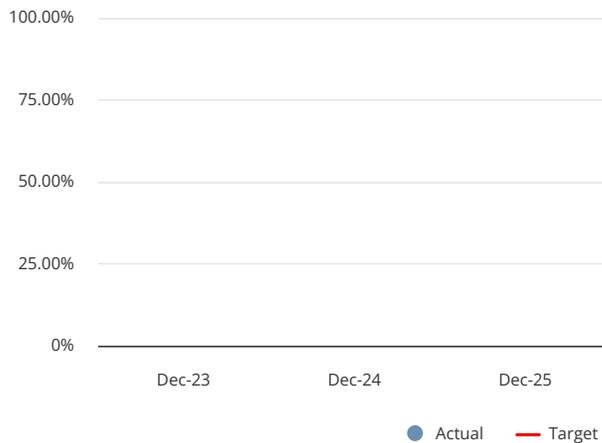
### Owner



Chris Lindner (Information Technology)

### Collaborators

### Percentage of workstations, servers and networking equipment updated to current "critical" versions within 10 working days of release date.



## Performance Narrative

Update 3/31/25 - Data not collected.



# Percentage of hardware and software that remains officially supported by the manufacturer.

Information Technology Program

## Description

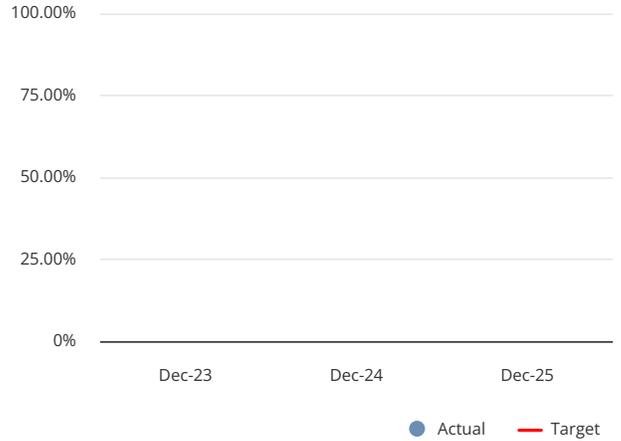
### Owner



Chris Lindner (Information Technology)

### Collaborators

### Percentage of hardware and software that remains officially supported by the manufacturer.



## Performance Narrative

Update 3/31/25 - Data not collected.



# Expense per employee supported.

Information Technology Program

## Description

### Owner



Chris Lindner (Information Technology)

### Collaborators

### Expense per employee supported.



## Performance Narrative

Update 3/26/25 -  $345,790.71$  (2024 YTD actual for IT department including all programs, not just infrastructure) / 230 users =  $\$1,503.44$ /user



# Percentage of respondents to the annual employee survey rate the quality of Help Desk services as good or excellent.

Information Technology Program

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[Measures](#)

## Description

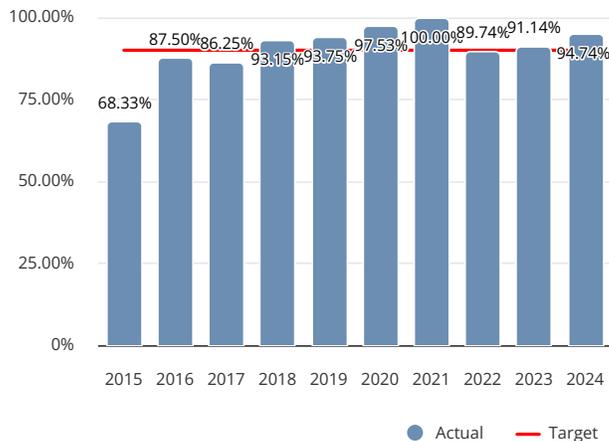
### Owner



Chris Lindner (Information Technology)

### Collaborators

### Percentage of respondents to the annual employee survey rate the quality of Help Desk services as good or excellent.



## Performance Narrative

Update 3/31/25 - 2024 survey results (~95%) show strong results for overall quality. Based on other survey questions, we definitely need to focus on a few specific sub-categories of our services, but the overall quality metric appears to reflect appreciation for our Help Desk. Further, it's consistent with the last ~6 years, so we're happy with that.

# Percentage of workstations replaced no more than every six years.

Information Technology Program

## Description

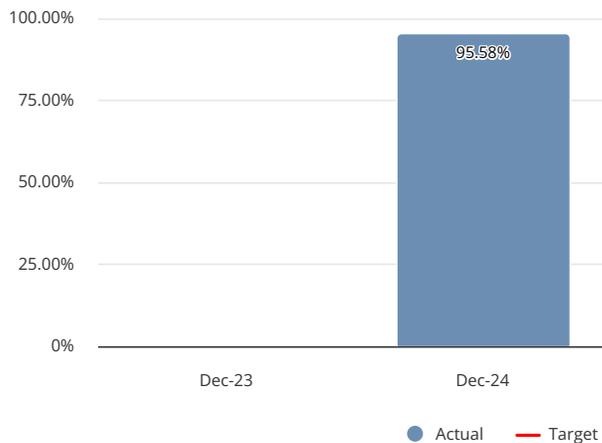
### Owner



Chris Lindner (Information Technology)

### Collaborators

### Percentage of workstations replaced no more than every six years.



## Performance Narrative

Update 3/31/25 - 2024 survey results (~96%) show strong results for a multi-year phased effort. Given the current quality of our workstation fleet, going forward we intend to extend the lifetime of desktop PCs by 2 years (from 6 to 8) and laptops by 1 year (from 6 to 7).



# Percentage of respondents to the annual employee survey rate the timeliness of Help Desk services as good or excellent.

Information Technology Program

## Description

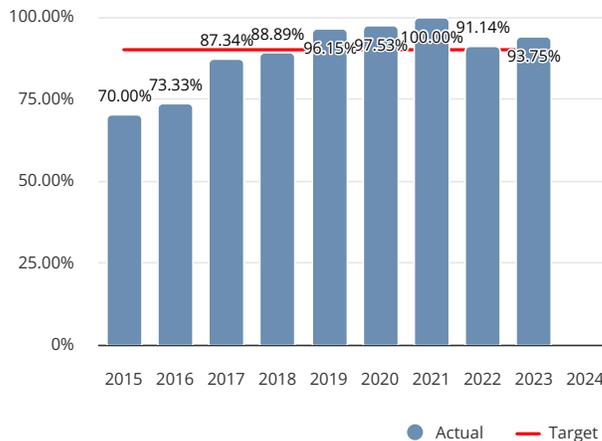
### Owner



Chris Lindner (Information Technology)

### Collaborators

### Percentage of respondents to the annual employee survey rate the timeliness of Help Desk services as good or excellent.



## Performance Narrative

Update 3/31/25 - Data not collected.

# Percentage of service requests are resolved as follows: Information Technology Program

## Description

- High Priority – 1 business day
- Normal Priority – 3 business days (was 2 business days prior to Jul 2023)
- Low Priority – 10 business days

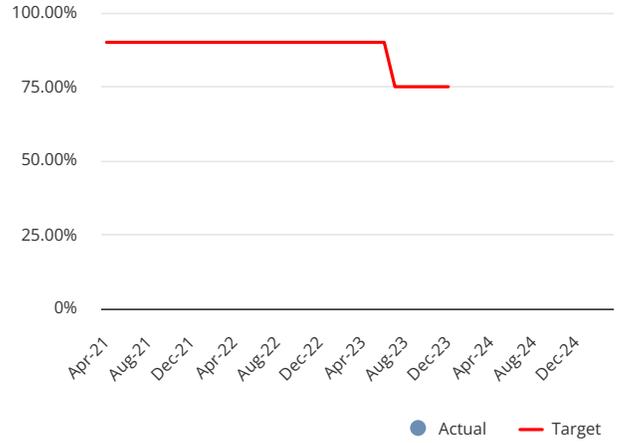
## Owner



Chris Lindner (Information Technology)

## Collaborators

## Percentage of service requests are resolved as follows:



## Performance Narrative

Update 3/26/25 - Data not collected

# Expense per help desk response provided.

Information Technology Program

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[Measures](#)

## Description

### Owner



Chris Lindner (Information Technology)

### Expense per help desk response provided.

### Collaborators



## Performance Narrative

Update 3/26/25 - Data not collected



# Percentage of department directors who report that they have a strategic partner in the IT Department to help them achieve or improve their operational and strategic results.

Information Technology Program

## Description

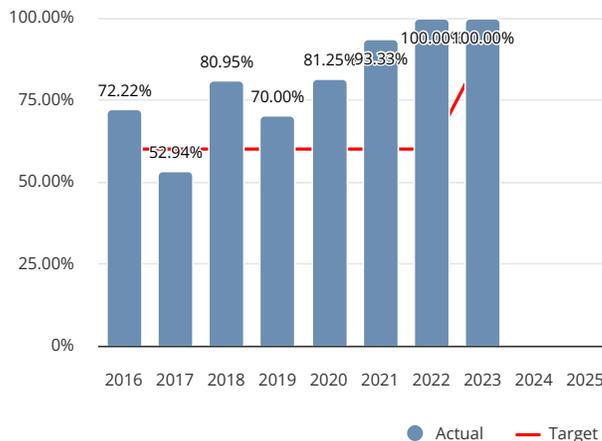
## Owner



Chris Lindner (Information Technology)

## Collaborators

## Percentage of department directors who report that they have a strategic partner in the IT Department to help them achieve or improve their operational and strategic results.



## Performance Narrative

Update 3/31/25 - Data not collected.



# Percentage of department directors who report that major project consultations (8+ hours) improved efficiency, service delivery or resource allocation.

Information Technology Program

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## Description

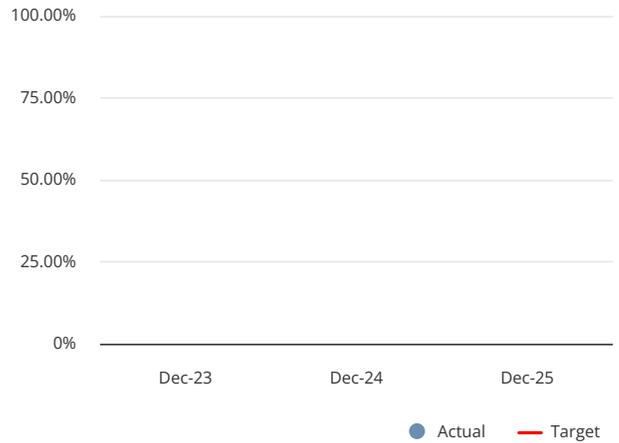
### Owner



Chris Lindner (Information Technology)

### Collaborators

### Percentage of department directors who report that major project consultations (8+ hours) improved efficiency, service delivery or resource allocation.



## Performance Narrative

Update 3/31/25 - Data not collected.

**Percentage of respondents to the annual employee survey rate the quality of computer training services as good or excellent.**  
Information Technology Program

**Description**

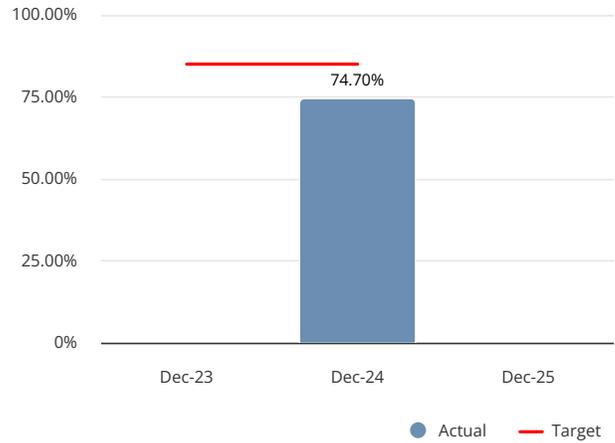
**Owner**



Chris Lindner (Information Technology)

**Collaborators**

**Percentage of respondents to the annual employee survey rate the quality of computer training services as good or excellent.**



**Performance Narrative**

Update 3/31/25 - We will focus on enhancing our efforts. While we try to answer any questions people may have, there is a need for more proactive materials, a catalog of resources, and increased outreach to improve this metric. One of our training efforts that was successful was the formal cybersecurity training and phishing simulation rollout for both new and existing users, which has been well-received and is helping to strengthen our overall security posture.



# Percentage of new employees will complete cybersecurity training within the first three weeks of employment.

Information Technology Program

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## Description

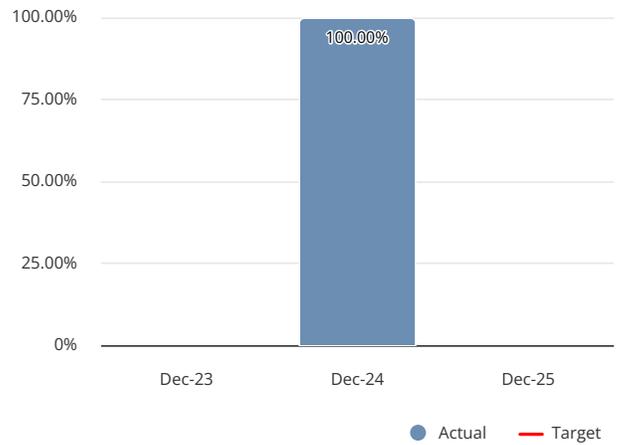
### Owner



Chris Lindner (Information Technology)

### Collaborators

### Percentage of new employees will complete cybersecurity training within the first three weeks of employment.



## Performance Narrative

2024 result based on 3/26/25 data



# Percentage of employees will complete cybersecurity training on a biannual basis.

Information Technology Program

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## Description

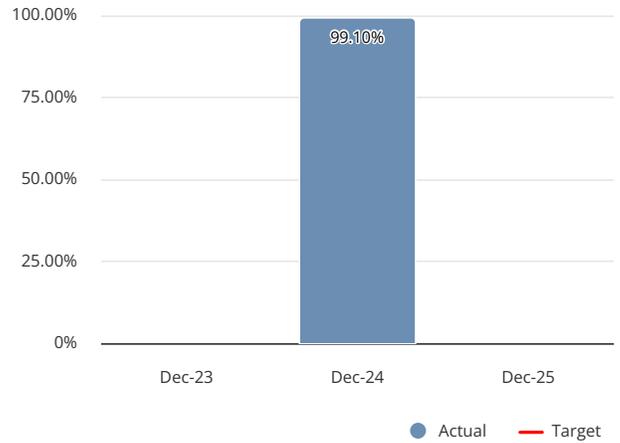
### Owner



Chris Lindner (Information Technology)

### Collaborators

### Percentage of employees will complete cybersecurity training on a biannual basis.



## Performance Narrative

Update 3/26/25 - Data for 2024 applied as of 3/26/25.



# Percentage of respondents to the annual employee survey will state that they had access to universal application training.

Information Technology Program

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## Description

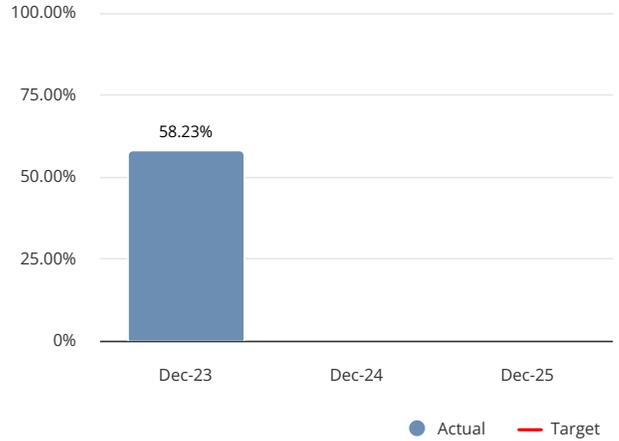
### Owner



Chris Lindner (Information Technology)

### Collaborators

### Percentage of respondents to the annual employee survey will state that they had access to universal application training.



## Performance Narrative

Update 3/31/25 - Data not collected.



# Percentage of respondents to the annual employee survey will state that they had access to administrative application training.

Information Technology Program

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[Measures](#)

## Description

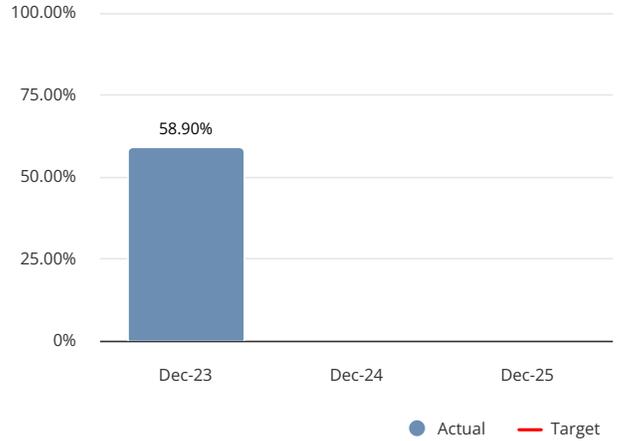
### Owner



Chris Lindner (Information Technology)

### Collaborators

### Percentage of respondents to the annual employee survey will state that they had access to administrative application training.



## Performance Narrative

Update 3/31/25 - Data not collected.



# Percentage of respondents to the annual employee survey will state that they had access to phone system training.

Information Technology Program

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## Description

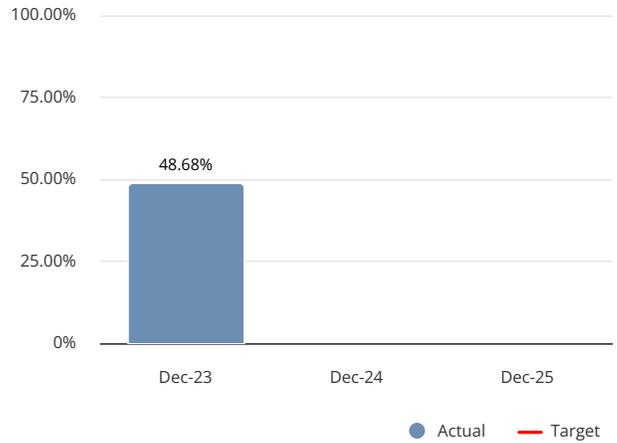
### Owner



Chris Lindner (Information Technology)

### Collaborators

### Percentage of respondents to the annual employee survey will state that they had access to phone system training.



## Performance Narrative

Update 3/31/25 - Data not collected.



# Percentage of respondents to the annual employee survey will state that they experienced improved ability to use administrative applications after attending a formal training provided by IT.

Information Technology Program

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[Measures](#)

## Description

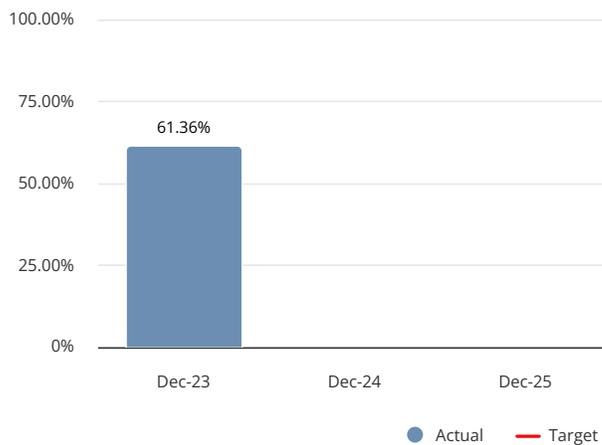
## Owner



Chris Lindner (Information Technology)

## Collaborators

Percentage of respondents to the annual employee survey will state that they experienced improved ability to use administrative applications after attending a formal training provided by IT.



## Performance Narrative

Update 3/31/25 - Data not collected.



# Percentage of respondents to the annual employee survey will state that they experienced improved ability to use universal applications after attending a formal training provided by IT.

Information Technology Program

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## Description

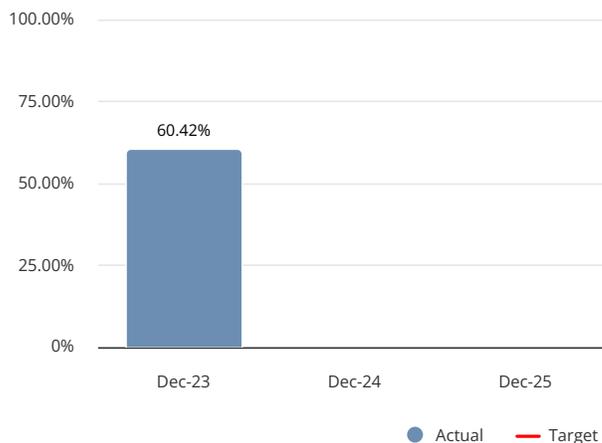
## Owner



Chris Lindner (Information Technology)

## Collaborators

Percentage of respondents to the annual employee survey will state that they experienced improved ability to use universal applications after attending a formal training provided by IT.



## Performance Narrative



# Percentage of respondents to the annual employee survey will state that they experienced improved ability to use phone systems after attending a formal training provided by IT.

Information Technology Program

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[Measures](#)

## Description

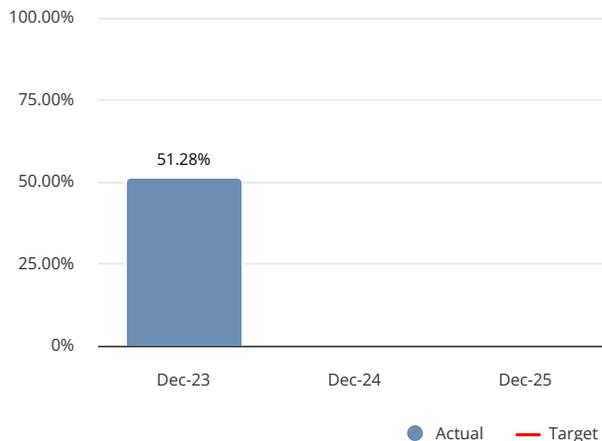
## Owner



Chris Lindner (Information Technology)

## Collaborators

## Percentage of respondents to the annual employee survey will state that they experienced improved ability to use phone systems after attending a formal training provided by IT.



## Performance Narrative

Update 3/31/25 - Data not collected.



# Percentage of formal class participants will state that they experienced improved cybersecurity awareness after attending a formal training provided by IT.

Information Technology Program

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[Measures](#)

## Description

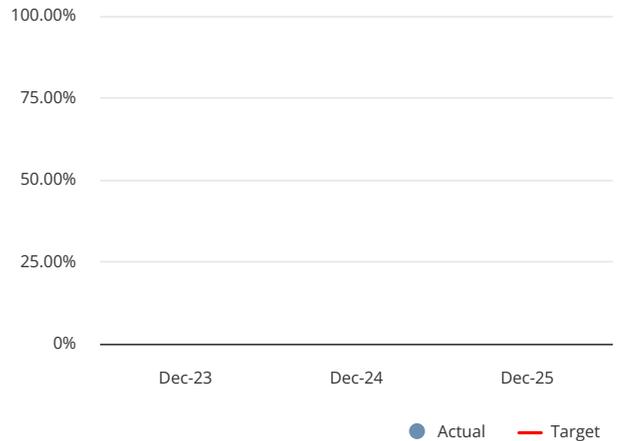
### Owner



Chris Lindner (Information Technology)

### Collaborators

### Percentage of formal class participants will state that they experienced improved cybersecurity awareness after attending a formal training provided by IT.



## Performance Narrative

Update 3/31/25 - Data not collected.



# Percentage of formal class participants will state that they experienced improved ability to use administrative applications after attending a formal training provided by IT.

Information Technology Program

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## Description

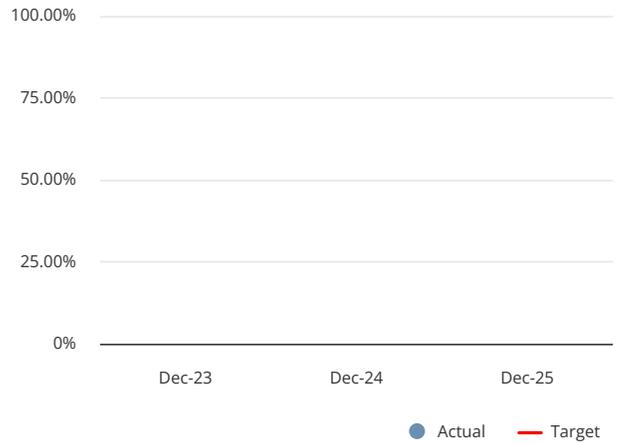
### Owner



Chris Lindner (Information Technology)

### Collaborators

### Percentage of formal class participants will state that they experienced improved ability to use administrative applications after attending a formal training provided by IT.



## Performance Narrative

Update 3/31/25 - Data not collected.



# Percentage of formal class participants will state that they experienced improved ability to use universal applications after attending a formal training provided by IT.

Information Technology Program

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## Description

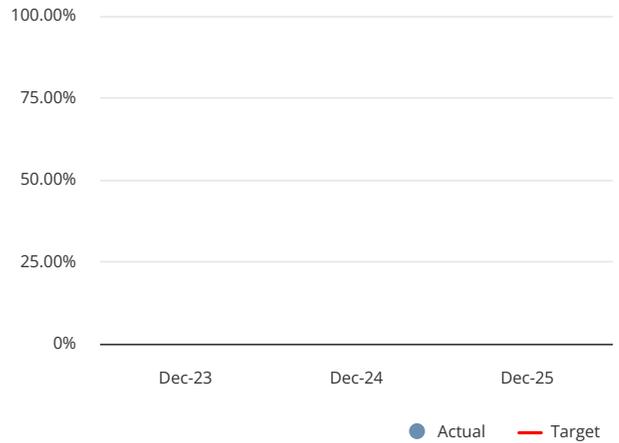
### Owner



Chris Lindner (Information Technology)

### Collaborators

### Percentage of formal class participants will state that they experienced improved ability to use universal applications after attending a formal training provided by IT.



## Performance Narrative

Update 3/31/25 - Data not collected.



# Percentage of formal class participants will state that they experienced improved ability to use phone systems after attending a formal training provided by IT.

Information Technology Program

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[Measures](#)

## Description

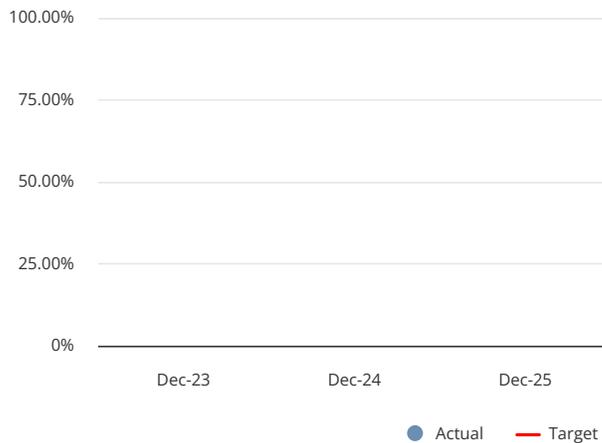
### Owner



Chris Lindner (Information Technology)

### Collaborators

### Percentage of formal class participants will state that they experienced improved ability to use phone systems after attending a formal training provided by IT.



## Performance Narrative

Update 3/31/25 - Data not collected.

# Expense per County employee.

Information Technology Program

[Home](#)

[Scorecards](#)

[Measures](#)

## Description

### Owner



Chris Lindner (Information Technology)

### Expense per County employee.

### Collaborators



## Performance Narrative

Update 3/26/25 - Data not collected.

**AGENDA ITEM or FINAL CONTRACT REVIEW SUBMITTAL FORM**

**Agenda Item:** Facilities and Fairgrounds Performance Update

**Action Requested:** Discussion

**Parties to the Agreement:**

**Term Begins:**

**Term Ends:**

**Grant Contract #:**

**Summary:**

Annual BOCC department update

**Fiscal Impact:** none

**Submitted by:** John Cattles

**Submitter's Email Address:** jcattles@gunnisoncounty.org

**Finance Review:**

Required

Not Required

Comments:

Reviewed by:

Discharge Date:

**County Attorney Review:**

Required

Not Required

Comments:

Reviewed by:

Discharge Date:

Certificate of Insurance Required

Yes  No

**County Manager Review:**

Comments:

Reviewed by: GUNCOUNTY1\mbirmie

Discharge Date: 4/4/2025

Consent Agenda

Regular Agenda

Worksession

Time Allotted: 30

Agenda Date: 4/8/2025

**PERFORMANCE REPORT**  
**for the**  
**Facilities & Grounds**  
**Department**



**Gunnison County**

Element	Summary Views	Detail Views
Strategic Results		<ul style="list-style-type: none"> <li>• <a href="#">2024 PLAN: A2 (Shady Island)</a></li> <li>• <a href="#">2024 PLAN: A3a (Fairgrounds Master Plan)</a></li> <li>• <a href="#">2024 PLAN: B3a-c (Greenhouse Gas Emissions)</a></li> <li>• <a href="#">2024 PLAN: D4 (Housing Construction)</a></li> </ul>

**Facilities and Grounds Program**

Element	Summary Views	Detail Views
Scorecards	<ul style="list-style-type: none"> <li>• <a href="#">Facilities and Grounds</a></li> </ul>	

Element	Summary Views	Detail Views
Measures		<ul style="list-style-type: none"> <li>• STRATEGIC GOAL: By 2023 and every year thereafter, 100% of County facilities will meet or exceed Environmental Air Protection (EPA) air quality standards.</li> <li>• STRATEGIC GOAL: By 2024, 87% of respondents to the annual employee survey will report that custodial cleaning services are good or excellent.</li> <li>• STRATEGIC GOAL: By 2024, 90% of respondents to the annual employee survey will state that they strongly or somewhat agree that they feel safe from the threat of violence in County facilities.</li> <li>• STRATEGIC GOAL: By 2024, 95% of respondents to the annual employee survey will rate the quality of services provided by the Department as good or excellent.</li> <li>• STRATEGIC GOAL: By 2025, a process will be in place to measure life-cycle planning effectiveness to measure the ratio between the net costs of replacements and energy savings so that they will balance over their life expectancy and result in lower carbon emissions to align with the Board of County Commissioners' strategic energy goals.</li> <li>• STRATEGIC GOAL: By 2030, 100% of Gunnison County buildings will be electrified, and Main Campus buildings will have onsite energy generation.</li> <li>• STRATEGIC GOAL: By January 1, 2025, 25% of Department staff will be trained in climate-control systems operation and service.</li> <li>• STRATEGIC GOAL: By January 2024, each department will designate one or more persons through which all work orders will be submitted.</li> <li>• STRATEGIC GOAL: By July 2023, the Department will implement a Safety Program for its staff.</li> <li>• STRATEGIC GOAL: Percentage of respondents to the annual employee survey who rate the overall quality of service provided by the Facilities &amp; Grounds Department as good or excellent.</li> <li>• AIRPORT: Percentage of air quality samples taken from inside the Airport Campus buildings meet or exceed Environmental Air Protection (EPA) air quality standards.</li> <li>• AIRPORT: Percentage of critical systems and components that are identified for replacement prior to their end of life.</li> <li>• AIRPORT: Percentage of the time that interior building temperatures are within designed set points.</li> <li>• AIRPORT: Percentage of emergency work orders that receive a response within one hour.</li> <li>• AIRPORT: Percentage of days that the buildings are cleaned.</li> <li>• AIRPORT: Percentage of the time that the airport security equipment and systems are functioning.</li> <li>• PUBLIC WORKS: Percentage of Gunnison County Public Works Campus non-emergency, high-priority work orders that receive an on-site response within two business days.</li> <li>• PUBLIC WORKS: Percentage of air quality samples taken from inside the Public Works campus buildings that meet or exceed Environmental Air Protection (EPA) air quality standards.</li> <li>• PUBLIC WORKS: Percentage of critical systems and components that are identified for replacement prior to their end of life.</li> <li>• PUBLIC WORKS: Percentage of business days that the District 1 offices and bathrooms are cleaned.</li> <li>• PUBLIC WORKS: Percentage of emergency work orders that receive a response within one hour.</li> <li>• PUBLIC WORKS: Percentage of the time that interior District 1 office building temperatures are within designed set points.</li> <li>• MAIN: Percentage of emergency work orders that receive a response within one hour.</li> <li>• MAIN: Percentage of main entrances to Gunnison County Main Campus facilities treated for snow and ice 30 minutes prior to the start of regular business hours.</li> <li>• MAIN: Percentage of business days that the Gunnison County Main Campus buildings are cleaned.</li> <li>• MAIN: Percentage of critical systems and components are identified for replacement prior to their end of life.</li> <li>• MAIN: Percentage of air quality samples taken from inside the Main County Campus buildings that meet or exceed Environmental Air Protection (EPA) air quality standards.</li> <li>• MAIN: Percentage of the time that the security equipment and systems are operational.</li> <li>• MAIN: Percentage of non-emergency, high-priority work orders that receive an on-site response within one business day.</li> <li>• MAIN: Percentage of the time that interior building temperatures are within temperature recommendations of 68-76 degrees.</li> <li>• HOUSING: Percentage of emergency work orders that receive a response within one hour.</li> </ul>

Fairgrounds Management Department

Element	Summary Views	Detail Views
Scorecards	<ul style="list-style-type: none"> <li>• <a href="#">Fairgrounds Management Program</a></li> </ul>	

Element	Summary Views	Detail Views
Measures		<ul style="list-style-type: none"> <li>• Percentage of requestors are able to schedule their events following the suggested guidelines for adequate advanced scheduling.</li> <li>• Percentage of customers who report that: 1) Facilities are clean and free of safety hazards; 2) Facility management provided agreed upon spaces, service and support materials.</li> </ul>

## 2024 PLAN: A2 (Shady Island)

Gunnison County

[Home](#)

[Strategic Re...](#)

### Description

By December 31, 2024, the development and infrastructure for the Shady Island River Park will be completed as generally described in the Shady Island Master Plan.

Lead: Assistant County Manager (ACM) for Operations and Sustainability John Cattles

Team: CM Birnie, ACM Pagano, and CFO Solheim.

### Owner



John Cattles (Facilities & Grounds)

### Due Date

12/31/24

### Last Edited

2/4/25 @ 4:47 PM

### Strategic Result Completed?

Mar-25

No

### Performance Narrative

**June 2024 Update:** This was kept in the plan for 2024-2026. The language did not change.

**Jan 2024 Update:** Work is ongoing on this project. Restrooms are under construction and are expected to be complete in the summer 2023. Campsites and other day-use amenities like shade structures are planned for the spring and summer of 2024. The County will require additional funding to complete the project and will be seeking grants to supplement funding planned for the 2024 budget. Work on the restrooms is ongoing due to contractor scheduling, the restrooms will be ready for rafting season beginning in May 2024. Staff will begin outreach in February 2024 to notify the public of parking fees and will work with outfitters on the rollout of fees for the park.

## 2024 PLAN: A3a (Fairgrounds Master Plan)

Gunnison County

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[Strategic Re...](#)

### Description

By December 31, 2024, Gunnison County will improve the Fairground's site as described in the Fairgrounds Master Plan. Progress will be achieved on the following specific results:

- a. By November 2024, the main parking-lot East of the Multi-Purpose Building will be expanded as described in the Master Plan to increase parking availability, add multi-modal transportation routes from Spruce Street, and create an improved entry plaza for the Rodeo grounds and Multi-Purpose Building.

Lead: ACM Cattles

Team: ACM Pagano, ACM Schmidt and Fairgrounds Manager Anthony Janssen.

### Owner



John Cattles (Facilities & Grounds)

### Due Date

12/31/24

### Last Edited

2/4/25 @ 4:48 PM

### Strategic Result Completed?

Mar-25

No

### Performance Narrative

**Jun 2024 Update:** This was kept in the plan, with updated language.

**Jan 2024 Update:** Strategy A is no longer required, as the Cattlemen's Association has found an alternative site. Engineering for Strategy B is underway. In 2023, a new horse barn was also completed, which was part of the Fairgrounds Master Plan. The full project is expected to go out to bid in the fall of 2023, and construction will begin in the spring of 2024. Engineering is ongoing in early 2024 we still expect to bid the project out for the construction season of 2024.

## 2024 PLAN: B3a-c (Greenhouse Gas Emissions)

Gunnison County

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[Strategic Re...](#)

### Description

By December 31, 2030, Gunnison County will work to reduce energy use impacts and lower greenhouse gas emissions by 50% from 2005 levels, thereby improving air quality and addressing climate change as evidenced by:

- a) Average EUI (energy use intensity) of commercial and residential buildings will continue to decrease as measured biannually in the County's Greenhouse Gas Inventory.
- b) By 2030, 100% of Gunnison County buildings will be electrified, and Main Campus buildings will have onsite energy generation.
- c) By 2030 average VMT (vehicle miles travelled) will decrease by 8% per capita from 2015 levels as a result of the County's land-use policies, creation of workforce housing near jobs, support of mass transit, and creation of additional multi-modal transportation options.

Lead: ACM Cattles

Team: CM Birnie, ACM Schmidt, CA Hoyt, Assistant County Manager (ACM) for Health, Human and Safety Services Joni Reynolds, GISM Pelletier, ACM Pagano and Building and Environmental Health Official (BEHO) Crystal Lambert.

### Owner

 John Cattles (Facilities & Grounds)

### Due Date

12/31/30

### Last Edited

2/4/25 @ 4:50 PM

### Strategic Result Completed?

Mar-25

No

### Performance Narrative

**Jun 2024 Update:** This was kept in the plan, with updated language.

**Jan 2024 Update:**

1. The average EUI of buildings has decreased as of the 2020 GHG emissions inventory; residential EUI decreased by 7% from 2015-2020, and commercial EUI did not change. The emissions inventory will be updated based on 2023 data in the spring of 2024. Two factors that should affect this positively; GVHEAT helping increase efficiency of homes for low-income households and the IECC code. Both have been in place now for over 5 years so we hope to see the trend of energy use in homes going down in the updated emissions inventory.
2. VMT has increased in the most recent period, in spite of the RTA's greatly expanded bus service. Planning and projects related to transportation and land-use will have lengthy planning delays. Behavior change will also take some time once projects are implemented. VMT is a persistent problem; traffic counts continue to rise on both Hwy 50 and 135 with counts on 135 rising more rapidly. Land use practices to incentivize housing near job, services, and transit will help in the long term. However, a holistic, cross agency surface travel strategy is recommended. (County, Municipalities, RTA).
3. The County adopted the 2021 International Building Codes, including the 2021 International Energy Conservation Code and the Colorado Model Solar and Electric Ready Codes.

## 2024 PLAN: D4 (Housing Construction)

Gunnison County

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### Description

By December 31, 2030, in addition to the 89 essential housing units the County will have facilitated by the end of 2022, the County will facilitate the construction of 300 new essential housing units of the 1,080-1,345 units identified as needed in the most recent Gunnison Valley Housing Needs Assessment.

Lead: CM Birnie

Team: ACM Pagano, ACM Cattles, CFO Solheim and Gunnison Valley Regional Housing Authority Executive Director.

### Owner



Matthew Birnie (County Manager's Office)

### Due Date

12/31/30

### Last Edited

2/4/25 @ 4:54 PM

### Strategic Result Completed?

Mar-25

No

### Performance Narrative

**Jun 2024 Update:** This remained in the plan. It moved to Section D and the language was updated.

**Jan 2024 Update:**

1. Prior to the end of 2022, a total of 89 units had been built as a direct result of County efforts, partnerships and/or facilitations. Those units were in four different projects: 1) Wills Way – 5 units; 2) Paintbrush – 76 units; and 3) Elk Valley Townhomes – 8 units.
2. Achieving the goal of 300 additional units will largely be accomplished by the completion of 49 units in the Sawtooth Project (Phases I and II) in 2023/2024, and approximately 255 units in the Whetstone Project, for which the County is currently engaged in the necessary planning, design and land-use approval processes.
3. Whetstone: The Whetstone Sketch Plan was approved February 2023, and the preliminary/final plan is expected to be submitted February 2024. Servitas was hired as the development partner.
4. Sawtooth: Sawtooth, Phase 1 (18 units) has been completed and residents moved in. Sawtooth, Phase 2 (32 units) is in design and working toward permit application in the first quarter of 2024 and expected construction start in Spring 2024. The parcel was rezoned from industrial to R-3.
  - Grants:
    - Awarded grant for renewable energy for Sawtooth (J. Cattles has details).
    - Awarded \$10 million for Whetstone infrastructure from CO Division of Housing.
    - Awarded \$1.5 million for Whetstone geothermal well fields from CO Energy Office.

# Facilities and Grounds

Facilities and Grounds Program

## Program Purpose Statement

The mission of the Facilities and Grounds Program is to provide stewardship of public facilities, and facilities management, maintenance and construction services to County officials and departments so they can provide services in a safe, healthy, clean and comfortable physical environment for staff and the public.

## Performance Narrative

## Program Key Results

- **STRATEGIC GOAL:** Percentage of respondents to the annual employee survey who rate the overall quality of service provided by the Facilities & Grounds Department as good or excellent.
- ↑ **AIRPORT:** Percentage of air quality samples taken from inside the Airport Campus buildings meet or exceed Environmental Air Protection (EPA) air quality standards.
- ↑ **PUBLIC WORKS:** Percentage of Gunnison County Public Works Campus non-emergency, high-priority work orders that receive an on-site response within two business days.
- ↑ **MAIN:** Percentage of main entrances to Gunnison County Main Campus facilities treated for snow and ice 30 minutes prior to the start of regular business hours.
- ↑ **MAIN:** Percentage of business days that the Gunnison County Main Campus buildings are cleaned.
- ↑ **HOUSING:** Percentage of emergency work orders that receive a response within one hour.

Activities	Measures	Analysis
<ul style="list-style-type: none"> <li><span style="color: #1a3d54; font-size: 20px;">■</span> Gunnison County Airport Campus Activity</li> </ul>	<span style="color: #1a3d54; font-size: 20px;">↑</span> AIRPORT: Percentage of air quality samples taken from inside the Airport Campus buildings meet or exceed Environmental Air Protection (EPA) air quality standards.	
	<span style="color: #1a3d54; font-size: 20px;">↑</span> AIRPORT: Percentage of critical systems and components that are identified for replacement prior to their end of life.	
	<span style="color: #1a3d54; font-size: 20px;">↑</span> AIRPORT: Percentage of the time that interior building temperatures are within designed set points.	
	<span style="color: #1a3d54; font-size: 20px;">↑</span> AIRPORT: Percentage of emergency work orders that receive a response within one hour.	
	<span style="color: #1a3d54; font-size: 20px;">↑</span> AIRPORT: Percentage of days that the buildings are cleaned.	
	<span style="color: #1a3d54; font-size: 20px;">↑</span> AIRPORT: Percentage of the time that the airport security equipment and systems are functioning.	
	<span style="color: #1a3d54; font-size: 20px;">↑</span> AIRPORT: Number of daily building cleanings provided.	
	<span style="color: #1a3d54; font-size: 20px;">↓</span> AIRPORT: Number of planned maintenance visits provided.	
	<span style="color: #1a3d54; font-size: 20px;">↑</span> AIRPORT: Number of emergency work order responses provided.	
	<span style="color: #1a3d54; font-size: 20px;">↑</span> AIRPORT: Number of general maintenance unplanned repairs provided.	
	<span style="color: #1a3d54; font-size: 20px;">↑</span> AIRPORT: Number of air quality samples taken.	

Activities	Measures	Analysis
	<ul style="list-style-type: none"> <li> AIRPORT: Number of gallons of water used per square foot of landscaping.</li> <li> AIRPORT: Number of general maintenance unplanned repairs expected to be required.</li> <li> AIRPORT: Dollars spent on unplanned repairs.</li> </ul>	
<ul style="list-style-type: none"> <li> Gunnison County Public Works Campus Activity</li> </ul>	<ul style="list-style-type: none"> <li> PUBLIC WORKS: Percentage of Gunnison County Public Works Campus non-emergency, high-priority work orders that receive an on-site response within two business days.</li> <li> PUBLIC WORKS: Percentage of air quality samples taken from inside the Public Works campus buildings that meet or exceed Environmental Air Protection (EPA) air quality standards.</li> <li> PUBLIC WORKS: Percentage of critical systems and components that are identified for replacement prior to their end of life.</li> <li> PUBLIC WORKS: Percentage of business days that the District 1 offices and bathrooms are cleaned.</li> <li> PUBLIC WORKS: Percentage of emergency work orders that receive a response within one hour.</li> <li> PUBLIC WORKS: Percentage of the time that interior District 1 office building temperatures are within designed set points.</li> <li> PUBLIC WORKS: Number of business-day District 1 office building cleanings provided.</li> <li> PUBLIC WORKS: Number of planned maintenance visits provided</li> <li> PUBLIC WORKS: Number of emergency work order responses provided.</li> <li> PUBLIC WORKS: Number of general maintenance unplanned repairs provided.</li> <li> PUBLIC WORKS: Number of air quality samples taken.</li> <li> PUBLIC WORKS: Number of gallons of water used per square foot of landscaping.</li> <li> PUBLIC WORKS: Number of general maintenance unplanned repairs expected to be required.</li> <li> PUBLIC WORKS: Dollars spent on unplanned repairs.</li> </ul>	
<ul style="list-style-type: none"> <li> Gunnison County Main Campus Activity</li> </ul>	<ul style="list-style-type: none"> <li> MAIN: Percentage of emergency work orders that receive a response within one hour.</li> <li> MAIN: Percentage of main entrances to Gunnison County Main Campus facilities treated for snow and ice 30 minutes prior to the start of regular business hours.</li> <li> MAIN: Percentage of business days that the Gunnison County Main Campus buildings are cleaned.</li> <li> MAIN: Percentage of critical systems and components are identified for replacement prior to their end of life.</li> <li> MAIN: Percentage of air quality samples taken from inside the Main County Campus buildings that meet or exceed Environmental Air Protection (EPA) air quality standards.</li> <li> MAIN: Percentage of the time that the security equipment and systems are operational.</li> </ul>	

Activities	Measures	Analysis
	<ul style="list-style-type: none"> <li data-bbox="402 205 933 275">↑ MAIN: Percentage of non-emergency, high-priority work orders that receive an on-site response within one business day.</li> <li data-bbox="402 289 933 359">↑ MAIN: Percentage of the time that interior building temperatures are within temperature recommendations of 68-76 degrees.</li> <li data-bbox="402 373 933 422">↑ MAIN: Number of business-day office building cleanings provided.</li> <li data-bbox="402 436 933 485">↑ MAIN: Number of planned maintenance visits provided.</li> <li data-bbox="402 499 933 548">▢ MAIN: Number of emergency work order responses provided.</li> <li data-bbox="402 562 933 611">↑ MAIN: Number of general maintenance unplanned repairs provided.</li> <li data-bbox="402 625 933 674">↑ MAIN: Number of air quality samples taken.</li> <li data-bbox="402 688 933 737">▬ MAIN: Number of gallons of water used per square foot of landscaping per site.</li> <li data-bbox="402 751 933 800">↑ MAIN: Number of general maintenance unplanned repairs expected to be required.</li> <li data-bbox="402 814 933 863">▬ MAIN: Number of gallons of water expected to be needed per square foot of landscaping per site.</li> <li data-bbox="402 877 933 926">▬ MAIN: Dollars spent on unplanned repairs.</li> </ul>	
<ul style="list-style-type: none"> <li data-bbox="110 957 363 1005">▬ Gunnison County Housing Activity</li> </ul>	<ul style="list-style-type: none"> <li data-bbox="402 957 933 1005">↑ HOUSING: Percentage of emergency work orders that receive a response within one hour.</li> <li data-bbox="402 1020 933 1068">↑ HOUSING: Number of emergency work order responses provided.</li> <li data-bbox="402 1083 933 1131">▬ HOUSING: Expenditure per emergency work order response provided.</li> </ul>	
<ul style="list-style-type: none"> <li data-bbox="110 1157 363 1184">▬ FORMER METRICS</li> </ul>	<ul style="list-style-type: none"> <li data-bbox="402 1157 933 1205">▬ FORMER METRIC: Number of emergency work order responses provided</li> <li data-bbox="402 1220 933 1289">▬ FORMER METRIC: Number of scheduled major preventative maintenance and requested work orders expected to be managed</li> <li data-bbox="402 1304 933 1352">▬ FORMER METRIC: Number of emergency work order responses expected to be requested</li> <li data-bbox="402 1367 933 1436">▬ FORMER METRIC: Number of scheduled major preventative maintenance and requested work orders managed</li> </ul>	



# STRATEGIC GOAL: By 2023 and every year thereafter, 100% of County facilities will meet or exceed Environmental Air Protection (EPA) air quality standards.

Facilities and Grounds Program

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## Description

Quality metric.

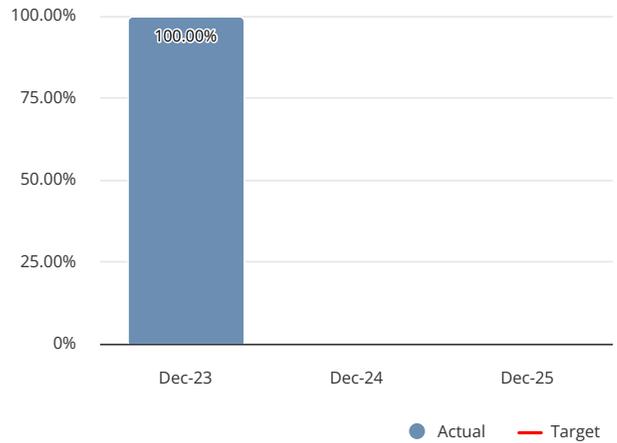
## Owner



James Hoock (Facilities)

## Collaborators

## STRATEGIC GOAL: By 2023 and every year thereafter, 100% of County facilities will meet or exceed Environmental Air Protection (EPA) air quality standards.



## Performance Narrative



# STRATEGIC GOAL: By 2024, 87% of respondents to the annual employee survey will report that custodial cleaning services are good or excellent.

Facilities and Grounds Program



Home



Scorecards



Measures

## Description

Quality metric.

## Owner



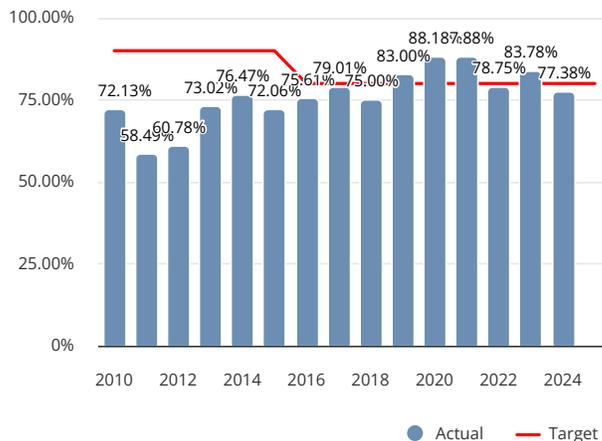
James Hoock (Facilities)

## Collaborators



John Cattles (Facilities & Grounds)

## STRATEGIC GOAL: By 2024, 87% of respondents to the annual employee survey will report that custodial cleaning services are good or excellent.



## Performance Narrative



# STRATEGIC GOAL: By 2024, 90% of respondents to the annual employee survey will state that they strongly or somewhat agree that they feel safe from the threat of violence in County facilities.

Facilities and Grounds Program



## Description

Quality metric.

## Owner



John Cattles (Facilities & Grounds)

## STRATEGIC GOAL: By 2024, 90% of respondents to the annual employee survey will state that they strongly or somewhat agree that they feel safe from the threat of violence in County facilities.

## Collaborators



James Hoock (Facilities)



## Performance Narrative



# STRATEGIC GOAL: By 2024, 95% of respondents to the annual employee survey will rate the quality of services provided by the Department as good or excellent.

Facilities and Grounds Program

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## Description

Quality metric.

## Owner



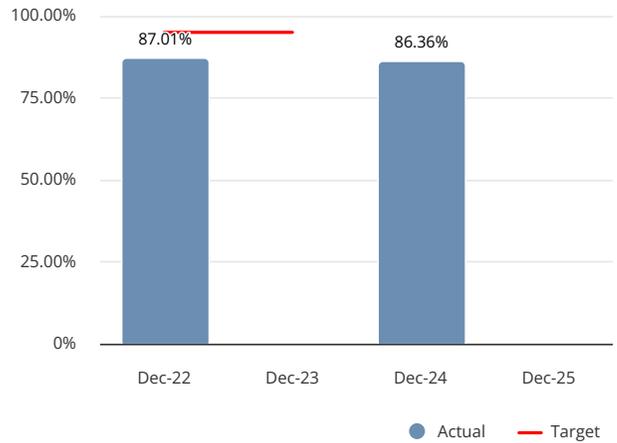
James Hoock (Facilities)

## Collaborators



John Cattles (Facilities & Grounds)

## STRATEGIC GOAL: By 2024, 95% of respondents to the annual employee survey will rate the quality of services provided by the Department as good or excellent.



## Performance Narrative

**STRATEGIC GOAL: By 2025, a process will be in place to measure life-cycle planning effectiveness to measure the ratio between the net costs of replacements and energy savings so that they will balance over their life expectancy and result in lower carbon emissions to align with the Board of County Commissioners' strategic energy goals.**

Facilities and Grounds Program

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**Description**

**Owner**



John Cattles (Facilities & Grounds)

**STRATEGIC GOAL: By 2025, a process will be in place to measure life-cycle planning effectiveness to measure the ratio between the net costs of replacements and energy savings so that they will balance over their life expectancy and result in lower carbon emissions to align with the Board of County Commissioners' strategic energy goals.**

**Collaborators**



James Hoock (Facilities)



**Performance Narrative**

We have developed a life-cycle plan and have forecasted expected capital replacements for all County facilities. In 2024 we found that some of our assumptions needed to be adjusted. In 2025 we will correlate these expenses with energy and maintenance costs to develop a holistic planning tool for capital investments to maintain facilities and reduce energy use.

# STRATEGIC GOAL: By 2030, 100% of Gunnison County buildings will be electrified, and Main Campus buildings will have onsite energy generation.

Facilities and Grounds Program

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## Description

### Owner



John Cattles (Facilities & Grounds)

**STRATEGIC GOAL: By 2030, 100% of Gunnison County buildings will be electrified, and Main Campus buildings will have onsite energy generation.**

### Collaborators



James Hoock (Facilities)



## Performance Narrative



# STRATEGIC GOAL: By January 1, 2025, 25% of Department staff will be trained in climate-control systems operation and service.

Facilities and Grounds Program

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## Description

### Owner



James Hoock (Facilities)

**STRATEGIC GOAL: By January 1, 2025, 25% of Department staff will be trained in climate-control systems operation and service.**

### Collaborators



## Performance Narrative

# STRATEGIC GOAL: By January 2024, each department will designate one or more persons through which all work orders will be submitted.

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## Description

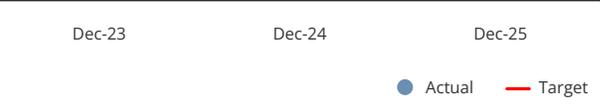
### Owner



James Hoock (Facilities)

**STRATEGIC GOAL: By January 2024, each department will designate one or more persons through which all work orders will be submitted.**

### Collaborators



## Performance Narrative



# STRATEGIC GOAL: By July 2023, the Department will implement a Safety Program for its staff.

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## Description

### Owner



James Hoock (Facilities)

STRATEGIC GOAL: By July 2023, the Department will implement a Safety Program for its staff.

### Collaborators



## Performance Narrative

# STRATEGIC GOAL: Percentage of respondents to the annual employee survey who rate the overall quality of service provided by the Facilities & Grounds Department as good or excellent.

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## Description

### Owner



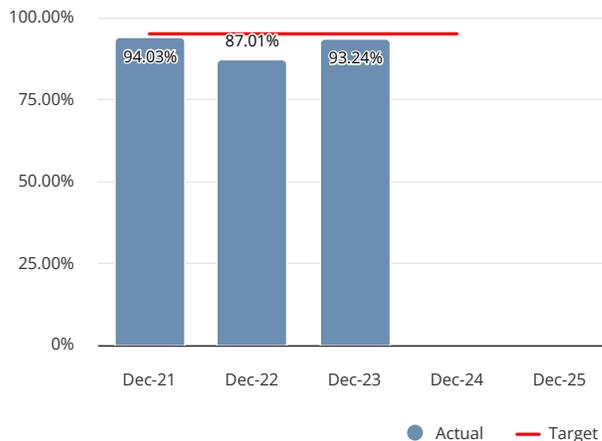
John Cattles (Facilities & Grounds)

### Collaborators



James Hoock (Facilities)

**STRATEGIC GOAL: Percentage of respondents to the annual employee survey who rate the overall quality of service provided by the Facilities & Grounds Department as good or excellent.**



## Performance Narrative



# AIRPORT: Percentage of air quality samples taken from inside the Airport Campus buildings meet or exceed Environmental Air Protection (EPA) air quality standards.

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## Description

### Owner



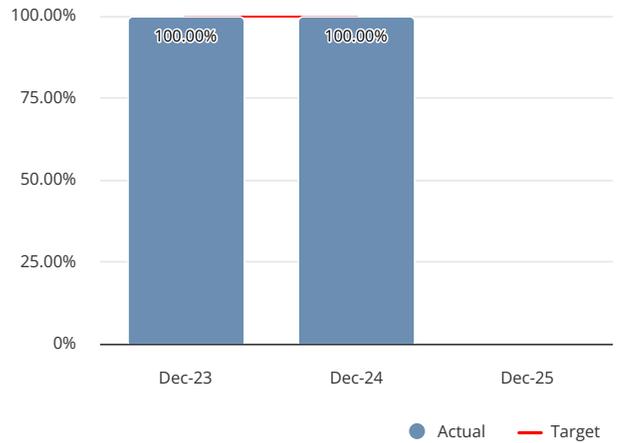
James Hoock (Facilities)

### Collaborators



James Hoock (Facilities)

### AIRPORT: Percentage of air quality samples taken from inside the Airport Campus buildings meet or exceed Environmental Air Protection (EPA) air quality standards.



## Performance Narrative



# AIRPORT: Percentage of critical systems and components that are identified for replacement prior to their end of life.

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## Description

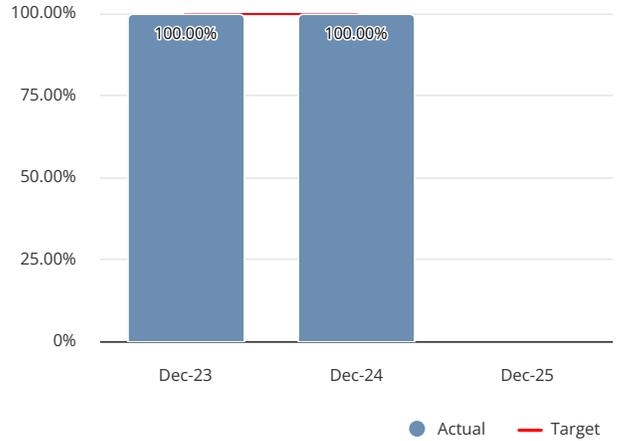
### Owner



James Hoock (Facilities)

### Collaborators

### AIRPORT: Percentage of critical systems and components that are identified for replacement prior to their end of life.



## Performance Narrative

Critical systems will be monitored for replacement using lifecycle calculations.



# AIRPORT: Percentage of the time that interior building temperatures are within designed set points.

Facilities and Grounds Program

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## Description

### Owner



James Hoock (Facilities)

### Collaborators

### AIRPORT: Percentage of the time that interior building temperatures are within designed set points.



## Performance Narrative

The airport terminal has experienced an equipment failure that resulted in an uncomfortable temperature. That issue was addressed immediately and a temporary repair was made. Unfortunately, the repair has been lengthy due to contractor support.



# AIRPORT: Percentage of emergency work orders that receive a response within one hour.

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## Description

1 of 1 records responded to.

## Owner



James Hoock (Facilities)

## Collaborators

## AIRPORT: Percentage of emergency work orders that receive a response within one hour.



## Performance Narrative

All emergency requests will receive an immediate voice response, and on-site response within the hour.



# AIRPORT: Percentage of days that the buildings are cleaned.

Facilities and Grounds Program

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[Measures](#)

## Description

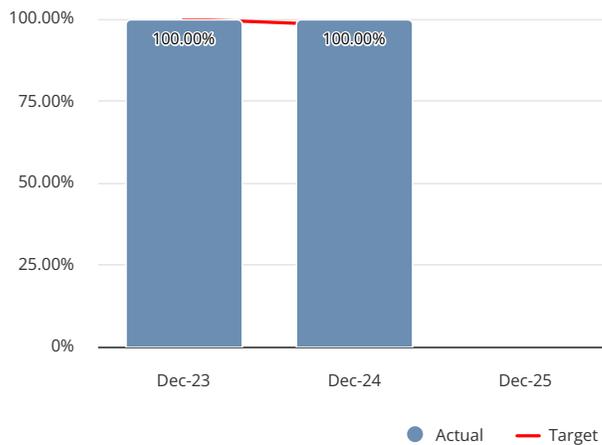
### Owner



James Hoock (Facilities)

### Collaborators

### AIRPORT: Percentage of days that the buildings are cleaned.



## Performance Narrative



# AIRPORT: Percentage of the time that the airport security equipment and systems are functioning.

Facilities and Grounds Program

[Home](#)

[Scorecards](#)

[Measures](#)

## Description

### Owner



James Hoock (Facilities)

### Collaborators

### AIRPORT: Percentage of the time that the airport security equipment and systems are functioning.



## Performance Narrative

Airport security is a must and has been reliable. We have had minor mechanical issues with the screening conveyors that were addressed immediately.



# PUBLIC WORKS: Percentage of Gunnison County Public Works Campus non-emergency, high-priority work orders that receive an on-site response within two business days.

Facilities and Grounds Program

[Home](#)

[Scorecards](#)

[Measures](#)

## Description

2 of 2 High Priority work requests responded to.

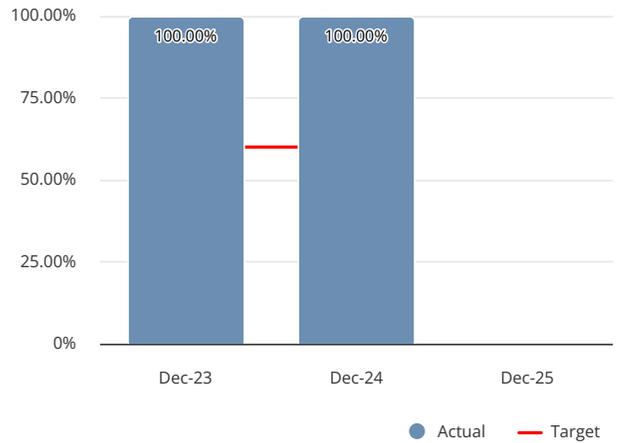
## Owner



James Hoock (Facilities)

## Collaborators

## PUBLIC WORKS: Percentage of Gunnison County Public Works Campus non-emergency, high-priority work orders that receive an on-site response within two business days.



## Performance Narrative



# PUBLIC WORKS: Percentage of air quality samples taken from inside the Public Works campus buildings that meet or exceed Environmental Air Protection (EPA) air quality standards.

Facilities and Grounds Program

[Home](#)

[Scorecards](#)

[Measures](#)

## Description

Carbon Monoxide and Nitrogen Dioxide are continuously sampled by gas sensing detectors in the shop area.

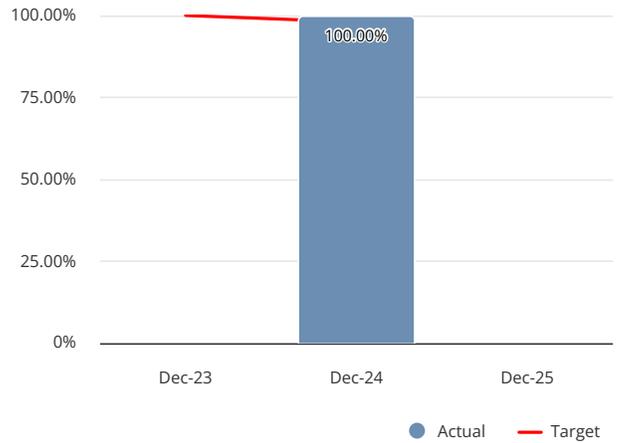
## Owner



James Hoock (Facilities)

## Collaborators

## PUBLIC WORKS: Percentage of air quality samples taken from inside the Public Works campus buildings that meet or exceed Environmental Air Protection (EPA) air quality standards.



## Performance Narrative



# PUBLIC WORKS: Percentage of critical systems and components that are identified for replacement prior to their end of life.

Facilities and Grounds Program

[Home](#)

[Scorecards](#)

[Measures](#)

## Description

as referenced from lifecycle information.

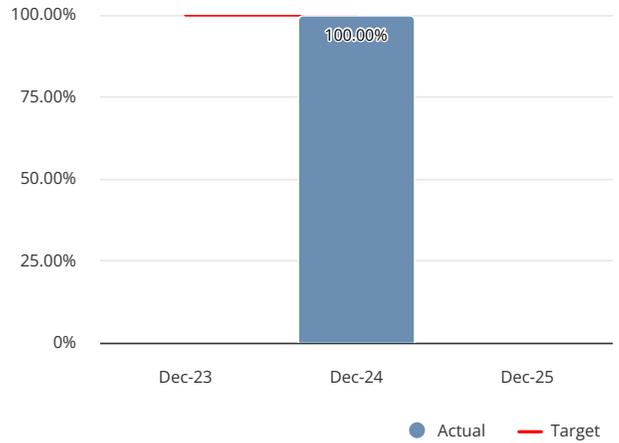
## Owner



James Hoock (Facilities)

## Collaborators

## PUBLIC WORKS: Percentage of critical systems and components that are identified for replacement prior to their end of life.



## Performance Narrative



# PUBLIC WORKS: Percentage of business days that the District 1 offices and bathrooms are cleaned.

Facilities and Grounds Program

[Home](#)

[Scorecards](#)

[Measures](#)

## Description

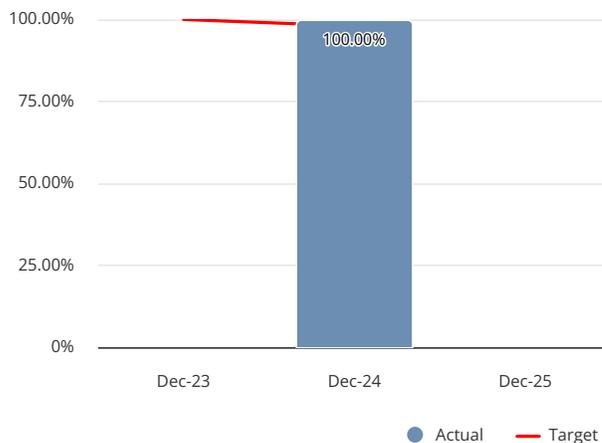
### Owner



James Hoock (Facilities)

### Collaborators

### PUBLIC WORKS: Percentage of business days that the District 1 offices and bathrooms are cleaned.



## Performance Narrative



# PUBLIC WORKS: Percentage of emergency work orders that receive a response within one hour.

Facilities and Grounds Program

[Home](#)

[Scorecards](#)

[Measures](#)

## Description

1 of 1 emergency request responded to.

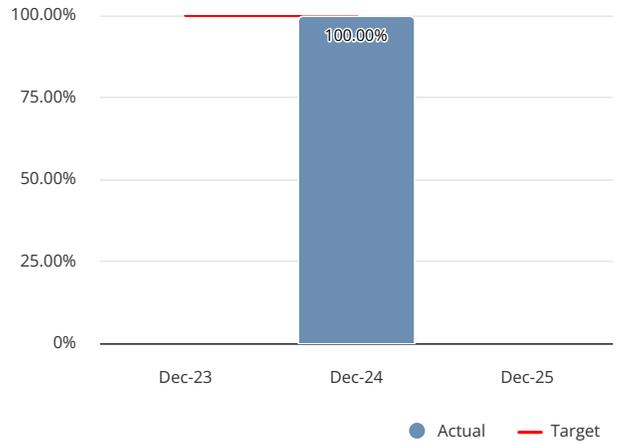
## Owner



James Hoock (Facilities)

## Collaborators

## PUBLIC WORKS: Percentage of emergency work orders that receive a response within one hour.



## Performance Narrative



# PUBLIC WORKS: Percentage of the time that interior District 1 office building temperatures are within designed set points.

Facilities and Grounds Program

[Home](#)

[Scorecards](#)

[Measures](#)

## Description

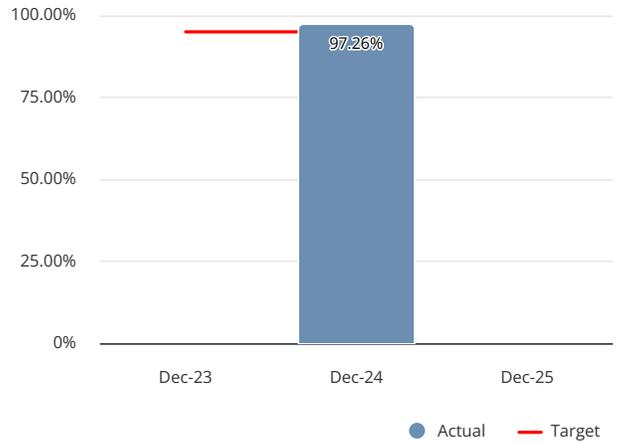
### Owner



James Hoock (Facilities)

### Collaborators

### PUBLIC WORKS: Percentage of the time that interior District 1 office building temperatures are within designed set points.



## Performance Narrative



# MAIN: Percentage of emergency work orders that receive a response within one hour.

Facilities and Grounds Program

[Home](#)

[Scorecards](#)

[Measures](#)

## Description

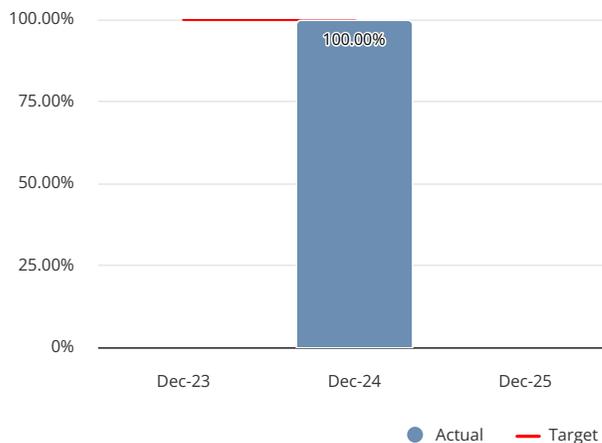
### Owner



James Hoock (Facilities)

### Collaborators

### MAIN: Percentage of emergency work orders that receive a response within one hour.



## Performance Narrative



# MAIN: Percentage of main entrances to Gunnison County Main Campus facilities treated for snow and ice 30 minutes prior to the start of regular business hours.

Facilities and Grounds Program

[Home](#)

[Scorecards](#)

[Measures](#)

## Description

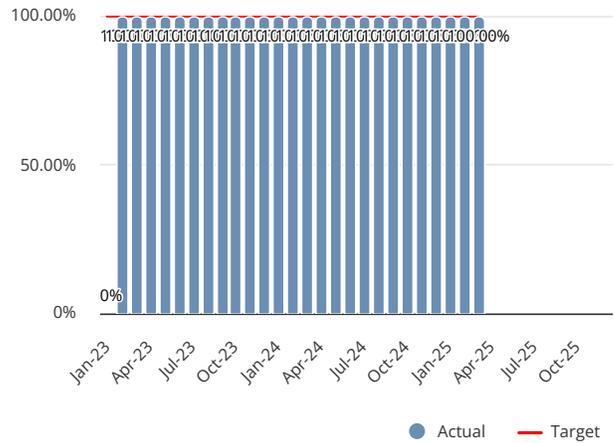
## Owner



James Hoock (Facilities)

## Collaborators

## MAIN: Percentage of main entrances to Gunnison County Main Campus facilities treated for snow and ice 30 minutes prior to the start of regular business hours.



## Performance Narrative



# MAIN: Percentage of business days that the Gunnison County Main Campus buildings are cleaned.

Facilities and Grounds Program

[Home](#)

[Scorecards](#)

[Measures](#)

## Description

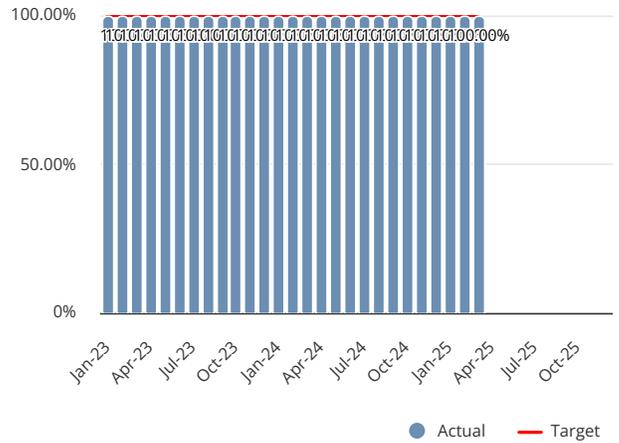
### Owner



James Hoock (Facilities)

### Collaborators

### MAIN: Percentage of business days that the Gunnison County Main Campus buildings are cleaned.



## Performance Narrative



# MAIN: Percentage of critical systems and components are identified for replacement prior to their end of life.

Facilities and Grounds Program

[Home](#)

[Scorecards](#)

[Measures](#)

## Description

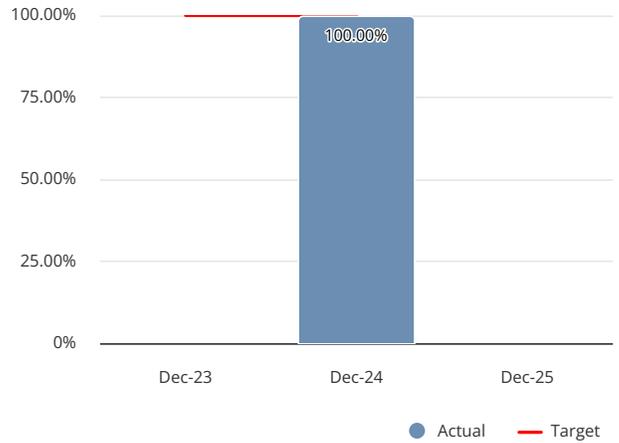
### Owner



James Hoock (Facilities)

### Collaborators

### MAIN: Percentage of critical systems and components are identified for replacement prior to their end of life.



## Performance Narrative



# MAIN: Percentage of air quality samples taken from inside the Main County Campus buildings that meet or exceed Environmental Air Protection (EPA) air quality standards.

Facilities and Grounds Program

[Home](#)

[Scorecards](#)

[Measures](#)

## Description

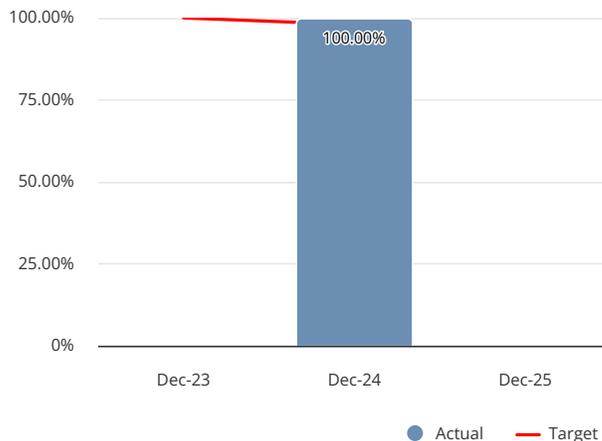
### Owner



James Hoock (Facilities)

### Collaborators

### MAIN: Percentage of air quality samples taken from inside the Main County Campus buildings that meet or exceed Environmental Air Protection (EPA) air quality standards.



## Performance Narrative



# MAIN: Percentage of the time that the security equipment and systems are operational.

Facilities and Grounds Program

[Home](#)

[Scorecards](#)

[Measures](#)

## Description

We are still having problems with faulty panic switches. Two of our buildings are/have been upgraded to newer technology and equipment, and this effort will continue into the other buildings as need arises.

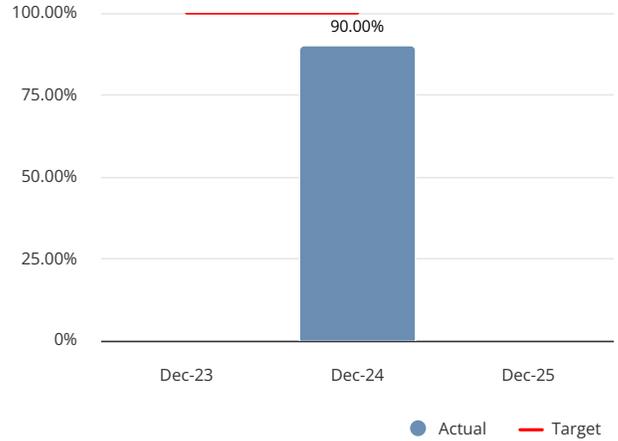
## Owner



James Hoock (Facilities)

## Collaborators

## MAIN: Percentage of the time that the security equipment and systems are operational.



## Performance Narrative



# MAIN: Percentage of non-emergency, high-priority work orders that receive an on-site response within one business day.

Facilities and Grounds Program

[Home](#)

[Scorecards](#)

[Measures](#)

## Description

6 of 6 requests.

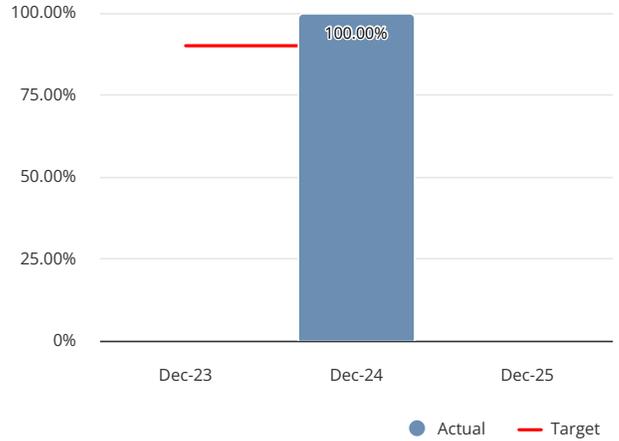
## Owner



James Hoock (Facilities)

## Collaborators

## MAIN: Percentage of non-emergency, high-priority work orders that receive an on-site response within one business day.



## Performance Narrative



# MAIN: Percentage of the time that interior building temperatures are within temperature recommendations of 68-76 degrees.

Facilities and Grounds Program

[Home](#)

[Scorecards](#)

[Measures](#)

## Description

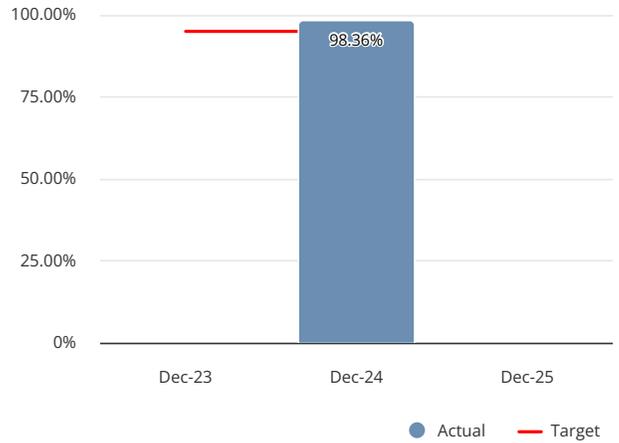
### Owner



James Hoock (Facilities)

### Collaborators

### MAIN: Percentage of the time that interior building temperatures are within temperature recommendations of 68-76 degrees.



## Performance Narrative



# HOUSING: Percentage of emergency work orders that receive a response within one hour.

Facilities and Grounds Program

[Home](#)

[Scorecards](#)

[Measures](#)

## Description

3 of 3 requests.

## Owner



James Hoock (Facilities)

## Collaborators

## HOUSING: Percentage of emergency work orders that receive a response within one hour.



## Performance Narrative

Flooding issues at Sawtooth.

# Fairgrounds Management Program

Fairgrounds Management Department

## Program Purpose Statement

The purpose of the Fairgrounds Management Program is to provide multi-purpose meeting, grounds and event-management services to the community and County departments so that they can affordably hold their events and meetings in facilities that are centrally located, well managed and safe.

## Performance Narrative

## Program Key Results

- Percentage of requestors are able to schedule their events following the suggested guidelines for adequate advanced scheduling.
- Percentage of customers who report that: 1) Facilities are clean and free of safety hazards; 2) Facility management provided agreed upon spaces, service and support materials.

Activities	Measures	Analysis
<div style="background-color: #ccc; width: 15px; height: 10px; margin-bottom: 5px;"></div> <b>Fairgrounds Management</b>	<div style="background-color: #ccc; width: 15px; height: 10px; margin-bottom: 5px;"></div> Percentage of users that report that facilities are clean and in good repair Anthony Janssen	
	<span style="color: #1a3d54; font-size: 20px; margin-right: 10px;">●</span> Percentage of requestors are able to schedule their events following the suggested guidelines for adequate advanced scheduling.	
	<span style="color: #1a3d54; font-size: 20px; margin-right: 10px;">●</span> Percentage of customers who report that: 1) Facilities are clean and free of safety hazards; 2) Facility management provided agreed upon spaces, service and support materials.	
	<span style="color: #1a3d54; font-size: 20px; margin-right: 10px;">●</span> Number of events/meetings managed.	
	<span style="color: #1a3d54; font-size: 20px; margin-right: 10px;">●</span> Number of customers served.	
	<span style="color: #1a3d54; font-size: 20px; margin-right: 10px;">●</span> Number of facility and grounds updates and repairs.	
	<span style="color: #2e8b57; font-size: 20px; margin-right: 10px;">↑</span> Number of events/meetings expected to be managed.	
	<span style="color: #2e8b57; font-size: 20px; margin-right: 10px;">↑</span> Number of customers requiring service.	
	<span style="color: #1a3d54; font-size: 20px; margin-right: 10px;">●</span> Number of facility and grounds updates and repairs expected to be required.	
<div style="background-color: #ccc; width: 15px; height: 10px; margin-bottom: 5px;"></div> Expenditure per customer served.		



# Percentage of requestors are able to schedule their events following the suggested guidelines for adequate advanced scheduling.

Fairgrounds Management Department

[Home](#)

[Scorecards](#)

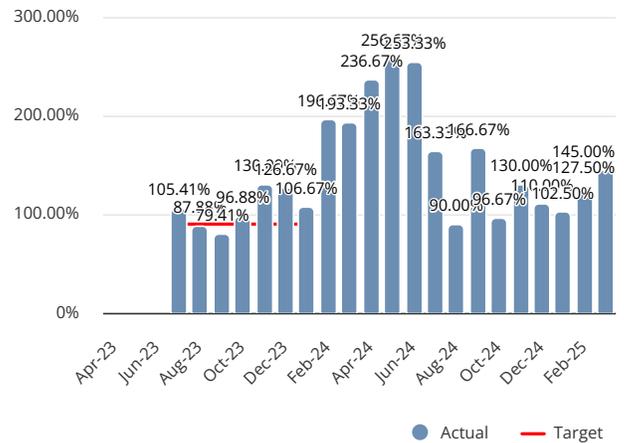
[Measures](#)

## Description

## Owner

## Collaborators

## Percentage of requestors are able to schedule their events following the suggested guidelines for adequate advanced scheduling.



## Performance Narrative

**Percentage of customers who report that: 1) Facilities are clean and free of safety hazards; 2) Facility management provided agreed upon spaces, service and support materials.**

Fairgrounds Management Department

[Home](#)

[Scorecards](#)

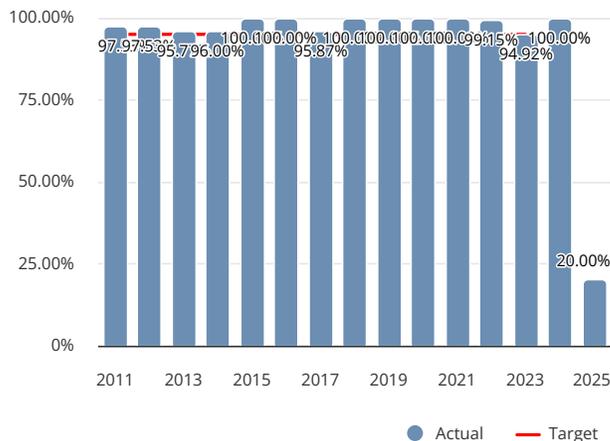
[Measures](#)

**Description**

**Owner**

**Percentage of customers who report that: 1) Facilities are clean and free of safety hazards; 2) Facility management provided agreed upon spaces, service and support materials.**

**Collaborators**



**Performance Narrative**

**AGENDA ITEM or FINAL CONTRACT REVIEW SUBMITTAL FORM**

**Agenda Item:** Early Childhood Support Program Proposals

**Action Requested:** Discussion

**Parties to the Agreement:**

**Term Begins:**

**Term Ends:**

**Grant Contract #:**

**Summary:**

Slides for update on Gunnison Hinsdale Early Childhood Council initiatives and discussion around early childhood program supports

**Fiscal Impact:**

**Submitted by:** Lana Athey

**Submitter's Email Address:** lathey@gunnisoncounty.org

**Finance Review:**

Required

Not Required

Comments:

Reviewed by: GUNCOUNTY1\ACanada

Discharge Date: 4/3/2025

**County Attorney Review:**

Required

Not Required

Comments:

Reviewed by:

Discharge Date:

Certificate of Insurance Required

Yes  No

**County Manager Review:**

Comments:

Reviewed by: GUNCOUNTY1\mbirmie

Discharge Date: 4/4/2025

Consent Agenda

Regular Agenda

Worksession

Time Allotted: 30

Agenda Date: 4/8/2025



Phone: (970) 641-3244 | Fax: (970) 641-3738  
220 N. Spruce, Gunnison, CO 81230  
Website: [www.GunnisonCounty.org](http://www.GunnisonCounty.org)

=

## Early Childhood Education Supports

### **ECE Staff Credential Stipend:**

**\$37,000/year**

Provides a stipend for early childhood professionals based on their Early Childhood Credential (ECC) level; incentivizes early childhood staff to increase their ECC level. Stipend amount increase each year that individuals apply, which awards individuals for longevity in the field. Award amounts are currently \$100 - \$800. Average 50 individuals applied annually in past 3 years. Demonstrates the community's appreciation for their critical work.

### **Sick Leave Program:**

**\$20,000/year**

Provides up to \$1,000 in paid sick leave annually for early childhood professionals working in Early Childhood Education centers and family child care providers. Typical amounts utilized annually \$250-\$750. Provides much needed financial support to early childhood professionals to ensure they receive a paycheck even if they need to take sick leave.

### **Scholarships:**

**\$10,000/year**

Provides early childhood professionals with a scholarship to cover the cost of Early Childhood Education courses at Colleges and Universities. Supports early childhood professionals to further their education. Supports professional career development and workforce stability.

### **Continuing Education Stipend:**

**\$ 6,000/year**

Provides early childhood professionals with a stipend of \$500 after completing an Early Childhood Education course at Colleges and Universities. Awards professionals for the time spent taking courses outside of their normal employment hours.

### **Start up Grants for Family Child Care homes:**

**\$15,000/year**

Assists individuals with required start-up costs for the development of licensed family childcare homes. Incentivizes individuals to become licensed and provides a level of quality childcare. Potential to increase access to early childhood programs through the creation of additional child care slots.



# Early Childhood Gunnison County

- Joni Reynolds,
  - Assistant County Manager
  
- Lana Athey,
  - HHS Early Childhood Services Supervisor
  
- Margaret Wacker,
  - HHS Community Health Manager

# Universal Preschool

## 2023-2024 School Year

120 children enrolled

14 receiving full time- 30 hours  
per week

\$10,669.68 per child

106 children part time 15  
hours/week

\$6,068.47 per child

## 2024-2025 School Year

120 children enrolled

27 receiving full time- 30 hours  
per week

\$10,955.95 per child

92 children part time 15  
hours/week

\$6,169.37 per child

## 2025-2026 School Year

97 families have applied

It has not yet been determined  
how many hours of funding  
each child will receive.

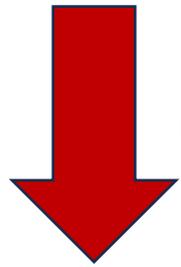
Expecting at least 20-30 more  
families to apply by the  
beginning of May



**COLORADO**

Department of Early Childhood

Licensed Family Child Care Homes



**6 providers to 3 providers**

\*In the last year and a half

A loss of at least 18 full time childcare slots and 12 after school childcare slots.

In the last 12 years we have lost 10 licensed family childcare homes which is the equivalent of at least 72 full time childcare slots and 24 after school childcare slots.

# Increasing Number of Licensed Family Child Care Homes

## Valley's first Spanish-speaking, licensed daycare opens in Gunnison

Daisdasa family child care center already at capacity

Abby Hamman  
Times Staff Writer

(Editors note: Photo above used as interview background)

Paola Tapia stood at the front of the small room, balancing a child on her hip. At the same time, she spoke in Spanish to a crowd of parents sitting on a colorful rug, doing paperwork. She thanked them for allowing her to live their children the way they live.

As of mid-March, Tapia is Gunnison County's first licensed family child care home provider whose native language is Spanish. A family child care home provider cares for kids in a home setting rather than a separate, usually larger space —

Daycare Aid



(Left to right) Ruby Hernandez and her mother, Rosa, sit with Isabella Hernandez and her son, Daniel, at the Daisdasa Family Daycare on Monday, March 23. Owner Paola Tapia recently received her license to run the home-based child care center. Daisdasa is located on the west side of Gunnison. (Photo by Abby Hamman)

# Family, Friend, Neighbor Caregiver Support

## Colorado Health Foundation

- 3 year grant from September 2020-September 2023
- Council secured another 2 year grant from January 2024-December 2025
- Applying for additional funding through June 2026

Program provides trainings and materials to current FFN caregivers

Trainings Offered:

CPR

Standard Precautions

Safe Sleep

Managing Challenging Behaviors

Early Literacy

Building Daily Routines – Visual Charts

Policy Development

Business Practices

Funding also covered the cost for several FFNs to take the required 15 hours of Pre-licensing training

\*Support through childcare licensing process if interested

# Opportunities for Early Childhood Education

(estimated annual program cost)

- Early Childhood Educators Credential Stipend (\$37,000)
- Sick Leave Program (\$20,000)
- Scholarships (\$10,000)
- Continuing Education Stipend (\$6,000)
- Start up Grants for Family Child Care Homes (\$15,000)

# Early Childhood Educator EC Credential Stipend Program

Stipend program that provides a modest award to early childhood educators based on their Early Childhood Credential Level

Annual Cost estimate \$37,000

## In December of 2021

### Awarded to 49 Teachers

- 8 teachers - \$100 Stipend
- 13 teachers - \$200 stipend
- 15 teachers - \$300 stipend
- 13 teachers - \$400 stipend

## December 2022-June 2023

### Awarded to 58 Teachers

- 5 teachers -\$100 Stipend
- 10 teachers -\$200 stipend
- 5 teachers - \$300 stipend
- 9 teachers -\$400 stipend
- 9 teachers -\$600 stipend
- 20 teachers -\$800 stipend

## January 2024- December 2024

### Awarded to 45 Teachers

- 1 teacher \$100 stipend
- 8 teachers -\$200 stipend
- 6 teachers - \$300 stipend
- 10 teachers -\$400 stipend
- 6 teachers -\$600 stipend
- 14 teachers -\$800 stipend



# Sick Leave Program

The GHECC has supported **88 teachers** with paid sick leave from **August 2020-March 2025**

Provides up to \$1,000 in paid sick leave annually for EC professionals working in centers and Family Childcare Providers.

Over the last 4½ years funding for this program has been provided by:

- Community Foundation of the Gunnison Valley COVID relief fund
- Town of Crested Butte
- City of Gunnison
- The Early Childhood Workforce Innovation Grant 2021-2022
- CIRCLE Grant 2022-2023
- Buell Workforce Grant 2024

\*A large portion of the funding has come through 1 year grant opportunities

*Annually the Sick Leave Program costs estimate \$20,000*

# Professional Development

- Scholarships - **\$10,000**
  - Provides EC professionals with scholarships to cover the cost of ECE courses at Colleges and Universities.
  
- Continuing Education Stipend - **\$6,000**
  - Provides EC professionals with \$500 after completing an ECE course.

- Start Up Grants for Family Child Care Homes **\$15,000**
  - Assists individuals with required start-up costs for development of a licensed family child care home.

**AGENDA ITEM or FINAL CONTRACT REVIEW SUBMITTAL FORM**

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**Agenda Item:** Health and Human Services Performance Update

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**Action Requested:** Discussion

**Parties to the Agreement:**

**Term Begins:**

**Term Ends:**

**Grant Contract #:**

**Summary:**

BoCC and County Manager Report Out for HHS Annual Performance Review

**Fiscal Impact:**

**Submitted by:** Brad Wheaton

**Submitter's Email Address:** bradford.wheaton@state.co.us

---

**Finance Review:**

Required

Not Required

Comments:

Reviewed by:

Discharge Date:

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**County Attorney Review:**

Required

Not Required

Comments:

Reviewed by:

Discharge Date:

Certificate of Insurance Required

Yes  No

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**County Manager Review:**

Comments:

Reviewed by: GUNCOUNTY1\mbirmie

Discharge Date: 3/20/2025

Consent Agenda

Regular Agenda

Worksession

Time Allotted: 30

Agenda Date: 4/8/2025

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Phone: (970) 641-3244 | Fax: (970) 641-3738  
220 N. Spruce, Gunnison, CO 81230  
Website: [www.GunnisonCounty.org](http://www.GunnisonCounty.org)

## MEMORANDUM

TO: Gunnison Board of County Commissioners, Matthew Birnie

FROM: Brad Wheaton, Health and Human Services Deputy Director

DATE: March 25, 2025

RE: 2024 Annual Performance Report

### **BOCC Strategic Results**

C.2 By December 31, 2024, Gunnison County will promote optimal community and family health, safety and well-being through an integrated Health and Human Services team, as Measured by:

- C.2.a 75% or more of children two years of age will be up-to-date in all recommended vaccinations.
- C.2.b 90% (minimum) of children placed out of home with a Child Welfare case will be in kinship placement or certified foster home.
- C.2.c 90% of vital records (birth and death certificates) audited by the State meet all requirements.
- C.2.d 95% of all eligibility determinations for food assistance (SNAP) are completed within 30 days.
- C.2.e 90% (minimum) of at-risk adults with an Adult Protection case will not be reopened due to a new referral within 1 year.

C.4 By December 31, 2025, Gunnison County will lead efforts in the valley to stabilize and increase early childhood education, childcare and pre-K slots by:

- C.4.a Developing policy to maximize current capacity at all licensed providers and expand capacity for infant and toddler care.
- C.4.b Securing funding to stabilize the early childhood education industry.
- C.4.c Implementing the Local Coordinating Organization (LCO) plan for universal preschool.
- C.4.d Outreach, education and support services to increase licensed home providers.

*Our Mission is to provide culturally-competent advocacy, prevention, protection and support services to families of Gunnison and Hinsdale counties so they can prosper and thrive in a healthy and supportive community.*

## Health and Human Services MFR Key Program Results

### **Individual and Family Health Program**

- 90% of child and adult protection cases not reopened within a year.
- 95% of older adults who are served by the Senior Resource Office remain in their own home.
- 99% of children who do not experience severe abuse or neglect.
- 75% of children who have received all required immunizations upon entering school.
  - Hep B, DTaP/Tdap, IPV, MMR)
- 75% of children two years of age up-to-date in all recommended vaccinations.
  - DTaP, IPV, MMR, Hep-B, Varicella
- 55% of children aged 0-4 years with access to licensed early childhood care and education.

Both the Adult Protection and Child Protection Teams worked diligently to address individual family needs and barriers to help prevent cases being reopened with a year. This measure met the target with 16/16 child welfare, and 18/19 APS cases that were not reopened within a year. This is a result of thorough assessments, a focus on kinship and foster care placements, caregiver support, and targeted family engagement plans.

100% of children served through an open assessment did not experience severe abuse or neglect in 2024.

In 2024, 37 older adults received options counseling with experienced Senior Resource Specialists. Each individual served was connected directly with resources and supportive services to support aging safely in their home. This work resulted in 100% of seniors served remaining in their home.

Our nursing team worked to ensure 76% of children had all required immunizations upon starting school. In 2024, we were limited with staffing to be able to offer community outreach outside of our community flu clinics. This year, we have been invited by the school to join at various times to help assure children are up to date for vaccinations before entering kindergarten. We are also working on strategies to ensure our data is the most accurate in the state CIIS system that tracks vaccinations.

We are continuing to work with providers and childcare centers to support children receiving their important and mandatory vaccines by age 2. In 2024 this measure came in at 69%, short of the target of 75%. We are limited by parents choosing to delay vaccinations or staggering them far apart, meaning they might not finish their vaccines until children are older than 2 or 3. We are also limited in our data by the lack of ability of our state CIIS system to identify when people leave our community, or are duplicated patients.

The Early Childhood Team worked to ensure 57% of children aged 0-4 have access to licensed early childhood care. In 2024 there were 2 long time home child care providers who retired,

resulting in a loss of 16 licensed child care slots. One home provider opened in 2024 and has now expanded her license to serve 11 children. The ECC continues to work with Family Friend and Neighbor providers to become licensed, if interested. Workforce continues to be the biggest barrier for slots for children. Additionally, CCCAP is currently on a freeze for both Gunnison and Hinsdale counties.

### **Communication and Coordination Program**

- 95% of community members asking for service experience individualized, compassionate and responsive access to service.
- Number of in-person engagements provided.
- Number of telephone inquiry responses provided.
- 90% of vital records audited by State meet all requirements.

In the year of 2024 our Communication and Coordination Program collected data from community members around providing services they experienced as individualized, compassionate and responsive. For the year 2024, 100% of clients who turned in a survey indicated they experienced individualized, compassionate and responsive assistance through our offices. This data is collected at our front desk and measured on a quarterly basis.

The Administration Team also tracked the number of in-person engagements throughout the year which totaled to a staggering 4,824 face-to-face contacts. This averages out to be ~20 in-person engagements each day. The same team also fielded 2,829 phone calls throughout 2024, this averages out to be ~12 phone calls a day.

In 2024 our Communication and Coordination Program collected data around Vital Records Application accuracy and security paper tracking. This data was collected by our County Registrar and measured on a quarterly basis. For the year of 2024, the first three quarters were measured at 100% accuracy and quarter 4 was measured at 90% with all quarters meeting our program requirement. The Vital Records team received the 2024 Five Star Performance Award from CDPHE regarding various program audits and tracking of security paper.

### **Leadership Program**

- Percentage of community organization partnership plans, MOUs, IGAs, etc., that include DHHS shared results

Health and Human Services has remained committed to participating in seven community partnerships that include shared results. These partnerships include:

1) The Gunnison County Health Coalition MOU with members. The MOU was approved by the members of the Health Coalition, signatures are being collected now.

2) The West Central Public Health Partnership reviewed and updated the Intragovernmental Agreement. It was signed in 2024.

3) The Regional Tobacco Prevention Implementation plan was approved for 2024.

4) The WCPHP signed a Data-Use Agreement to use the survey data from the Health Assessment with partners in 2024.

5) The WCPHP signed an IGA for a shared WIC Registered Dietician and High-Risk Counselor for FFY 25.

6 and 7) HHS participated and supported the following community organization partnership plans in 2024: GRASP, GCSAPP

### **Economic Security Program**

- 33% of TANF participants go off of the program due to positive change in income.
- 75% of TANF participants access economic support resources.
- 50% of TANF participants rolling off the program report that their basic needs are being met.
- 95% of Medicaid redeterminations are processed within 30 days.
- 95% of food assistance eligibility determinations are completed within 30 days.
- 75% of current court ordered support dollars paid.

The Economic Security Teams at HHS have done a great job working to deliver timely services to help families meet their basic needs through public assistance programs which include SNAP, Medicaid, Temporary Assistance to Needy Families (TANF), and Child Support Services. The Eligibility Team that processes public assistance applications has continued to work through an unrelenting workload focused on meeting State and County targets for timeliness, and connecting families to additional resources through TANF. In 2024 the team processed 868 SNAP applications with 98.5% meeting the timeliness goal of being processed within 30 days. The Eligibility Team also processed over 1,300 Medicaid Redeterminations with over 90% of those being processed timely which is within 30 days. It should be noted that the 10% that were processed outside of the 30-day timeline frame did not have a negative impact on the individuals or families as they remained enrolled on their Medicaid programs while their eligibility determination was processed. Due to the large workload the team prioritized applications and redeterminations that had financial impacts to families like SNAP and TANF which if not processed timely the benefits do not go out to families, unlike Medicaid which remains active. TANF coaches were able to connect 100% of families on the program to financial support services to assist with expenses like car repair, rent, utilities, supplemental food and tuition. In 2024, 56% of families that transitioned off the TANF program did so due to an increase of

income at their redetermination. 89% of families that transitioned off the program indicated that their basic needs were being met.

In 2024 the Child Support Services Specialist, which is a team of one, collected and distributed \$403,236 (62.8%) of Current Court-Ordered Child Support. This is a 2% increase from FFY 2023, with the monthly and YTD goal being 65%. The Child Support Services Specialist will continue to use the State's Monthly Monitoring Report (MMR) to track this measure and work with non-custodial parents to ensure timely payments intended to help support children in our community.

## Healthy Communities

- 95% of restaurants compliant with the Retail Food Code
- < 354/100,000 incidence rate of Sexually Transmitted Infections (STI) in our community
- Preventable death annual Mortality rates:
  - <33.0/100,000 Suicide
  - <12.0/100,00 Drug overdose
- Chronic Disease
  - <2.0% Cardiac Prevalence rate
  - <2.0% Diabetes Prevalence rate
  - <7.0% Obesity Prevalence rate
  - <6.0% Pulmonary Prevalence rate
  - <11.0% Depression Prevalence rate
- Childhood-vaccine preventable disease annual incidence rates:
  - <2.0/100,000 Hepatitis B
  - <240.0/100,000 Influenza
- 8.4% Teen-pregnancy rate;
- 68% of early-childhood teachers who remain in the field for a year or more;
- 85% of children served by CCAP are in high-quality childcare settings;
- By December 31, 2024, Gunnison County will facilitate efforts in the valley to stabilize and increase early childhood education, child care and pre-K slots by:
  - Developing a strategic community plan to maximize current capacity at all licensed providers and expand capacity for infant and toddler care.
  - Developing a Local Coordinating Organization (LCO) plan for universal preschool implementation.
  - Outreach, education and support services to increase licensed home providers.

Over the past year 98.73% of restaurants passed inspection and preoperational reviews, an excellent performance from our two retail inspectors working diligently year after year with restaurants to keep them in compliance of retail food code. Only three restaurants were ordered to close while they worked with our inspectors to come back into compliance.

Our STI numbers have continued to stay below the prevalence rate of the state with Gunnison at 176/100,000. We have continued to provide community outreach clinics at the college to continue to test and educate the community on the importance of testing regularly and preventing STIs.

Gunnison did not have any childhood vaccine-preventable incidences of Hepatitis-B.

*Our Mission is to provide culturally-competent advocacy, prevention, protection and support services to families of Gunnison and Hinsdale counties so they can prosper and thrive in a healthy and supportive community.*

Gunnison County continues to be below the state prevalence rate for cardiovascular disease, diabetes, obesity and COPD. Gunnison is above the state prevalence rate for depression.

Unfortunately, preventable deaths from drugs and suicide are not new topics in Gunnison, but are tragic deaths our community continues to experience. In 2024 our community lost 4 individuals to drug related deaths, and 12 to suicide. Both the measures are above our target measure and the state fatality rate.

The Early Childhood Council has now been serving as the Universal Preschool Local Coordinating Organization for Gunnison and Hinsdale Counties for the last couple years. As the LCO we have been assisting families and providers in enrolling into the Universal Preschool Program known as UPK. This has been going well and we are happy to report that we have been able to assist over 120 families each year with UPK enrollment, and 8 out of the 9 licensed centers in Gunnison and Hinsdale Counties are UPK providers. One of the three home providers in Gunnison County will also be a UPK provider starting in the 2025-2026 school year.

Currently the Council is utilizing funds that we have secured from the Buell Foundation to support sick leave for early childhood teachers. This is targeted to support teachers with benefits otherwise not available to them and encouraging them to stay in the field.

Early childhood workforce retention has remained around 65% for the last couple of years. In order to maintain the current capacity within all of the early childhood programs the Council has been laser focused on ways to better support and retain the early childhood workforce.

The Council has also focused on Family, Friend and Neighbor caregiver engagement in an effort to increase the number of individuals pursuing a license to operate a family child care home. The Council will continue to work towards increasing the number of licensed home providers in the community to increase the number of licensed child care slots available to families.