Administration Building
West Hearing Room
5334 S. Prince St.
Littleton, CO 80120
303-795-4630
303-738-7915 TTY
303-795-4630 Audio Agenda Line

Nancy A. Doty, Chair, District 1
Nancy Sharpe, District 2
Rod Bockenfeld, District 3
Nancy Jackson, Chair Pro-Tem, District 4
Bill Holen, District 5

Study Session

July 19, 2016

The Arapahoe County Board of County Commissioners typically holds weekly Study Sessions on Monday and Tuesday. Study Sessions (except for Executive Sessions) are open to the public and items for discussion are included on this agenda. Agendas (except for Executive Sessions agendas) are available through the Commissioners' Office or through the County's web site at www.arapahoegov.com. Please note that the Board may discuss any topic relevant to County business, whether or not the topic has been specifically noticed on this agenda. In particular, the Board typically schedules time each Monday under "Committee Updates" to discuss a wide range of topics. In addition, the Board may alter the times of the meetings throughout the day, or cancel or reschedule noticed meetings. Questions about this agenda? Contact the Commissioners' Office at 303-795-4630 or by e-mail at commissioners@arapahoegov.com

Study Session Topics

10:00 A.M. *Sheriff's Office Compensation Philosophy (WHR)
Discussion of a request for direction regarding a proposed change in pay philosophy for the Sheriff's Office Deputy step pay structure and for the addition of a differential pay structure

Request: Information/Direction

David C. Walcher, Sheriff
Louie Perea, Undersheriff, Sheriff's Office
Jon Takayama, Manager, Human Resources, Sheriff's Office
Patrick Hernandez, Director, Human Resources
Janet Kennedy, Director, Finance
Tiffanie Bleau, Senior Assistant County Attorney

Documents:

BSRSHERIFFSOFFICECOMPENSATIONPHILOSOPHY.DOC

11:00 A.M. *Business Personal Property Tax Rebate Incentive Request (WHR)
Discuss a request for a business personal property tax rebate agreement with Project Colony, as presented by Denver South Economic Development Partnership

Request: Information/Direction

Lynn Myers, VP, Economic Development, Denver South Economic Development Partnership
Project Colony Representative
Ron Rakowsky, Mayor, City of Greenwood Village
Matt Cohrs, Assistant City Manager, City of Greenwood Village
John Christofferson, Deputy County Attorney

Documents:

PROJECT COLONY-INCENTIVE REQUEST MEMO.PDF

*** To Be Recorded As Required By Law**
WHR - West Hearing Room

Arapahoe County is committed to making its public meetings accessible to persons with disabilities. Assisted listening devices are available. Ask any staff member and we will provide one for you. If you need special accommodations, contact the Commissioners' Office at 303-795-4630 or 303-738-7915 TTY.
Please contact our office at least 3 days in advance to make arrangements.

ARAPAHOE COUNTY
COLORADO'S FIRST

Board Summary Report

Date: July 14, 2016

To: Board of County Commissioners

From: David C. Walcher, Sheriff
Patrick L. Hernandez, Human Resources Director

Subject: Sheriff's Office Compensation Philosophy

Direction/Information

The purpose of this report is to obtain direction regarding a proposed change in pay philosophy for the Sheriff's Office Deputy Step pay structure and for the addition of a differential pay structure.

Background

Arapahoe's current pay philosophy:

- Supports Align Arapahoe.
  - Pay considers how well the employee performs the work.
  - Retaining top performers short and long term.
- Affordable.
- Competitive with the external market.
  - Denver/Boulder area.
  - Comparison to market Weighted Average salaries.
  - Considers internal equity for salary grade assignment when market data not available

Discussion

The Sheriff proposes a change in philosophy from market Weighted Average to the 75th Percentile of Pay. This change is to recognize the Sheriff's Office national accreditation, above average performance expectations and the attraction and retention of key personnel and recognize training development efforts.

Add a differential pay structure that rewards duties above and beyond the essential job duties of a deputy such as SWAT, Bomb Squad, and Canine Unit. This pay will only apply to those assigned these additional duties.

Fiscal Impact

The impact of a change in Weighted Average to 75th Percentile of Pay philosophy is approximately 1.039%, or $329,092 of 2016 base salaries, plus 0.145% or $9,513 for impact on the step progression.

The impact of adding the differential pay structure $184,800.

Proposed Change	Percentage	Cost of Increase
Pay Philosophy	1.184%	$338,605
Differential	0.63%	$184,800
Estimated Total	**1.81%**	**$523,405.00**

*All Numbers are estimates and subject to change.

This request is in addition to the 2017 Total Compensation Review scheduled for August. That Study Session will include discussions on market movement (estimated at 1.6%) and step progression for the Sheriff's Office.

Reviewed By
Finance Department
County Attorney's Office

DENVERSOUTH
ECONOMIC DEVELOPMENT PARTNERSHIP

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Englewood, CO 80112
p. 303.792.9447 | f. 303.792.9452
www.denversouthedp.org

To: Arapahoe County Commissioners

From: Lynn Myers, Denver South Economic Development Partnership

Subject: Project Colony

Date: July 19, 2016

Project Description: Project Colony is the fastest growing TV, internet and voice company in the United States. The company is at the intersection of technology and entertainment facilitating essential communications that connect 24 million residential and business customers in 41 states. The company has 90,000 employees across the country. The company and its employees are passionate about giving back to their communities in which they live and work.

Project Colony is planning to grow substantially in Greenwood Village. The company plans to build a new facility (over 300,000 square feet) and to expand in an existing facility. The total capital investment for the two properties will exceed $61,000,000. The equipment, furnishings and fixtures in the new facility and the expanded facility are estimated to total $33,250,000.

The company will add 797 new full-time positions in Arapahoe County. The average annual salaries are $93,000. The company provides an excellent benefit package.

The company will also be adding 125 new positions to their current Douglas County location.

Request of Arapahoe County: The Denver South Economic Development Partnership and Greenwood Village request Arapahoe County participate in a business personal property tax rebate agreement with the company. We ask that the rebate be for a period of 10 years and the rebate will be for 100% of the County portion of the tax. With agreement to move forward, the company representatives will work with Arapahoe County staff to draft the incentive agreement document.

Objective: The object of this request is to support efforts to attract high quality, highly visible companies to Arapahoe County. Denver south EDP welcomes the expansion of Project Colony and looks forward to working with Arapahoe County to support the growth of this quality company in Colorado.

Thank you for your consideration.