

Eva J. Henry - District #1 Charles "Chaz" Tedesco - District #2 Emma Pinter - District #3 Steve O'Dorisio – District #4 Mary Hodge – District #5

STUDY SESSION AGENDA TUESDAY November 19, 2019

ALL TIMES LISTED ON THIS AGENDA ARE SUBJECT TO CHANGE

10:30 A.M. ATTENDEE(S): Nancy Duncan

ITEM: Review of 2020 Proposed Budget

11:30 A.M. ATTENDEE(S): Becky Hoffman, Adams County Youth

Initiative (ACYI)

ITEM: ACYI Update

12:00 P.M. ATTENDEE(S): Matt Rivera / Eric Guenther / Gail Moon

ITEM: Code Compliance Update

12:30 P.M. ATTENDEE(S): Raymond Gonzales

ITEM: Administrative Item Review / Commissioners

Communication



STUDY SESSION AGENDA ITEM

DATE: November 19, 2019

SUBJECT: Review of 2020 Proposed Budget

FROM: Nancy Duncan, Budget & Performance Measurement Director

AGENCY/DEPARTMENT: Budget & Performance Measurement Department

ATTENDEES: Budget & Performance Measurement Department

PURPOSE OF ITEM: To provide information to the Board of County Commissioners regarding the 2020

Proposed Budget

STAFF RECOMMENDATION: Direction from the Board of County Commissioners regarding the 2020

Proposed Budget

BACKGROUND:

The Annual Budget Process began in February 2019. This is to provide information and answer any remaining questions regarding the 2020 Proposed Budget before the First Reading of the 2020 Proposed Budget.

AGENCIES, DEPARTMENTS OR OTHER OFFICES INVOLVED:

County Manager's Office and Budget & Performance Measurement Department

ATTACHED DOCUMENTS:

None.

FISCAL IMPACT:

Please check if there is no fiscal impact. If there is fiscal impact, please fully complete the section below. Fund: **Cost Center:** Object Subledger Amount Account Current Budgeted Revenue: Additional Revenue not included in Current Budget: **Total Revenues:** Object Subledger Amount Account Current Budgeted Operating Expenditure: Add'l Operating Expenditure not included in Current Budget: Current Budgeted Capital Expenditure: Add'l Capital Expenditure not included in Current Budget: Total Expenditures: New FTEs requested: □NO YES **Future Amendment Needed:** YES NO **Additional Note:** The fiscal impact will be discussed at this Study Session. **APPROVAL SIGNATURES:** onzales, County Manager Alisha Reis, Deputy County Manager Bryan Ostler, Deputy County Manager Chris Kline, Deputy County Manager APPROVAL OF FISCAL IMPACT:



STUDY SESSION AGENDA ITEM

DATE: November 19, 2019

SUBJECT: Adams County Youth Initiative (ACYI) Update

FROM: Raymond H. Gonzales, County Manager

AGENCY/DEPARTMENT: County Manager's Office

ATTENDEES: Becky Hoffman, Chief Executive Officer, ACYI

PURPOSE OF ITEM: ACYI Update

STAFF RECOMMENDATION: Informational

BACKGROUND:

Adams County Youth Initiative (ACYI) will be providing an update to the board.

AGENCIES, DEPARTMENTS OR OTHER OFFICES INVOLVED:

ATTACHED DOCUMENTS:

Presentation

FISCAL IMPACT: Please check if there is no fiscal impact . If there is fiscal impact, please fully complete the section below. Fund: **Cost Center:** Object Subledger Amount Account Current Budgeted Revenue: Additional Revenue not included in Current Budget: **Total Revenues:** Object Subledger Amount Account Current Budgeted Operating Expenditure: Add'l Operating Expenditure not included in Current Budget: Current Budgeted Capital Expenditure: Add'l Capital Expenditure not included in Current Budget: Total Expenditures: New FTEs requested: YES NO **Future Amendment Needed:** NO NO | YES **Additional Note:** APPROVAL SIGNATURES:

Addle

Raymond H. Gonzales, County Manager Alisha Reis, Deputy County Manager

Bryan Ostler, Deputy County Manager Chris Kline, Deputy County Manager

APPROVAL OF FISCAL IMPACT:

WWW/WWW





Introductions

PRESENTERS:

- Jodie Kammerzell
 Administrator, Adams County Workforce and Business Center
- Greg McBoat
 Analyst, Adams County Workforce and Business Center
- Randy Roberts
 Chair, ACYI Board of Directors
- Becky Hoffman CEO, ACYI



Presentation Outcomes

- Informed on impact to date resulting from the Adams County Commissioners' investment in the youth employment effort
- Understand how the ACYI Partnership supports Adams County Commissioner priorities



The Impact of Your Investment

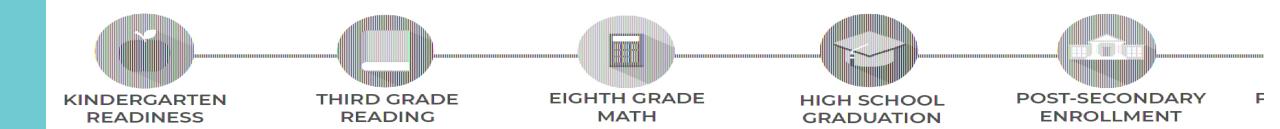
Milestone #1

Clear Understanding of the state of youth employment across Adams County

- Determine how to measure youth employment across the county
- Set a data baseline
- Identify the opportunity around youth employment



Why Focus on Youth Employment



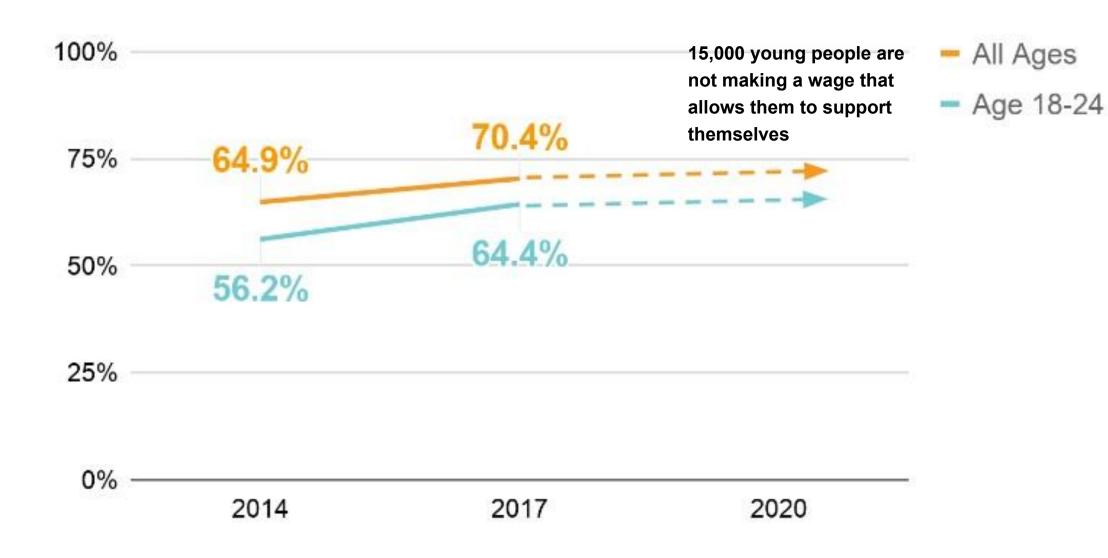


How Do We Measure Youth Employment

- Youth Employment/Unemployment Rate
- Number of Youth Employed at a Living Wage
 - Number of Youth Employed at a Self-Sufficient Wage
 - Number of Disconnected Youth



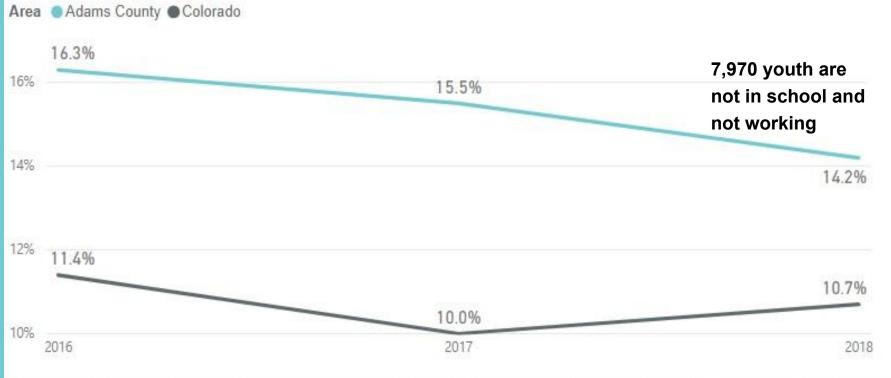
The Opportunity





The Opportunity

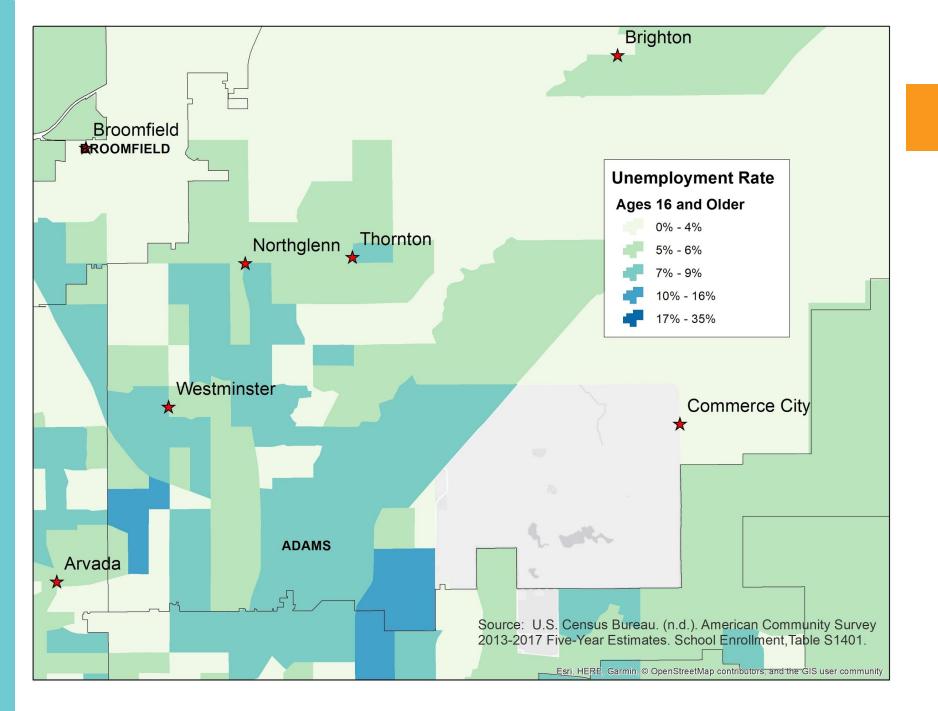
Youth and Young Adults Ages 16-24 Not in School and Not Working



How to measure the impact:

- Dropout Rates
- Youth who are chronically absent
- Youth with Disabilities
- Foster youth
 - Juvenile justice involved youth

Source: Opportunity Nation. The Forum for Youth Investment. Opportunity Index 2018:Summary of Findings by County. Measure of America. https://opportunityindex.org





The overall unemployment rate in Adams County is 3.1 percent*.

That is only slightly higher than Colorado at 2.9 percent and varies depending on geography.

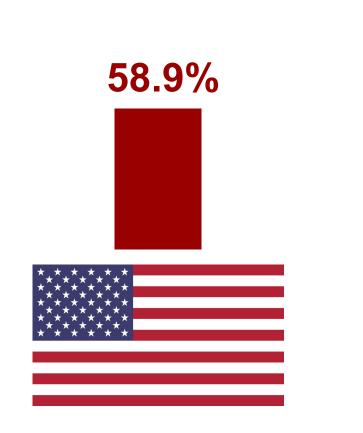
It is not just the proximity to jobs, but growing up around people who have jobs.



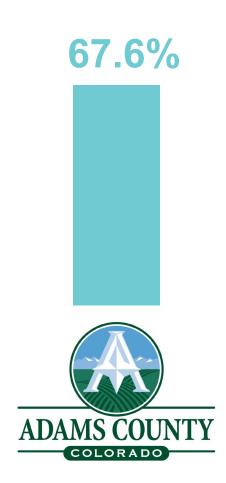
Current Conditions - Overall Trend Over Time

Percent of Youth in the Labor Force

Age 16-24







Milestone #2 **Set Shared Targets**

The Impact of Your Investment

 Set incremental targets to reach a long-term goal to reduce the number of disconnected youth in Adams County



Targets

Global Target

All youth in Adams County are employed at a wage that allows them to support their basic needs.

SMART Targets)

Reduce the number of youth who are disconnected

- from 8,000 to 7,750 by the end of 2020
- to **7,250** by the **end of 2021**
- to 6,250 by the end of 2023
- to 4,000 by the end of 2030

The Impact of Your Investment

Milestone #3

Understand what factors are impacting youth employment across the county

Gather Authentic Community
 Perspective



"The work has to be rooted in data, yet we have to remember that behind every number there is a child."

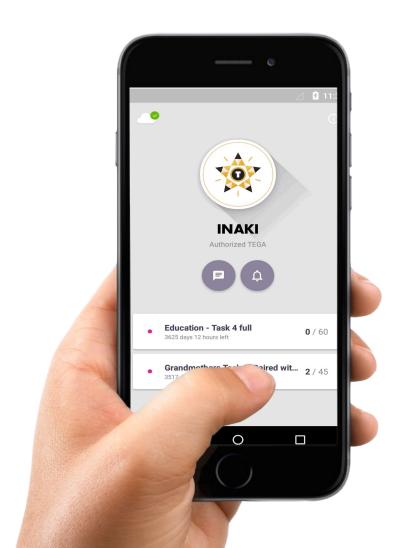
- Dan Ryan

"There is something fundamentally amiss about building or rebuilding a system without consulting at any point those it is designed to serve."

- Allison Cook-Sather



TEGA as a Research Strategy







Why We Use Lean Research







Key Themes Across All Respondents



Access to information

is the greatest need young males of color have.



Real life context and understanding was emphasized by all respondent types.



Technology is youths' greatest strength.



Cost of living

is skyrocketing in Adams County.



The Impact of Your Investment

Milestone #4

Bring together a cross-sector group to align resources to this work

Launch the full CAN



Representation

- The Adams County Youth Employment CAN has representation from:
 - K-12 Schools
 - Higher Education (Front Range Community College)
 - County Workforce and Business Center
 - County and Municipal Economic Development
 - Regional and Local Chambers
 - Business
 - Trades
 - Non-Profits
- We are currently looking for youth representation (males of color age 18-24)

















Nourishing what's next.™



COLORADO

Department of

Division of Vocational Rehabilitation



















The Impact of Your Investment

Milestone #5

Develop strategies to impact at least 450 disconnected youth

- Determine shared strategies
- Launch shared strategies



Strategy: Employer Incentives

Identify what opportunities exist to incentivize employers to set youth up for success on a path towards self sufficiency.

Through the ACYI Policy & Legislative Advisory Network (PLAN), our goal will be to identify what programs are yielding results and then make incremental changes to the Adams County System in order to support employers in paying a self-sufficient wage

Employer Incentive\$



Strategy: Way to the Workforce

A dedicated effort to improve the pathway for disconnected youth, ages 18-24, into credentialing programs and then ultimately into jobs that pay self-sufficient wages.



Impact of Your Investment

These strategies, and the work of the Youth Employment CAN are ultimately going to impact...

At least 4,000 disconnected youth connected to a path to self-sufficiency

Additional youth to be paid at a wage that allows them to support themselves and their families

Additional Impacts

- Break the cycle of poverty
- Increase the economic vitality and prosperity of Adams County





How ACYI Supports County Commissioner Priorities

- **Education and Economic Prosperity**
- High Performing, Fiscally Sustainable Government
- Quality of Life
 - Safe, Reliable Infrastructure
 - Community Enrichment







Addtional Work Underway

Kindergarten Readiness

- Work led by the County and the Early Childhood Partnership of Adams County (ECPAC)
- The CAN will elevate a component of ECPAC's work with additional resources and support

Third Grade Reading

Will launch in 2021



Addtional Work Underway

Eighth Grade Math

- Working to improve math scores of eighth grade students, specifically targeting youth who qualify for free or reduced lunch, through...
 - Middle Grade Math Coaches
 - County-Wide Common Assessment
 - Positive Learning Environments
 - Note Taking and Review



Addtional Work Underway

High School Graduation

Will launch in 2020

Post-Secondary Enrollment

 A core team is working to determine shared work to increase post-secondary enrollment after high school graduation.

Post-Secondary Attainment

 A core team is working to determine shared work to increase credit attainment for young people after high school.

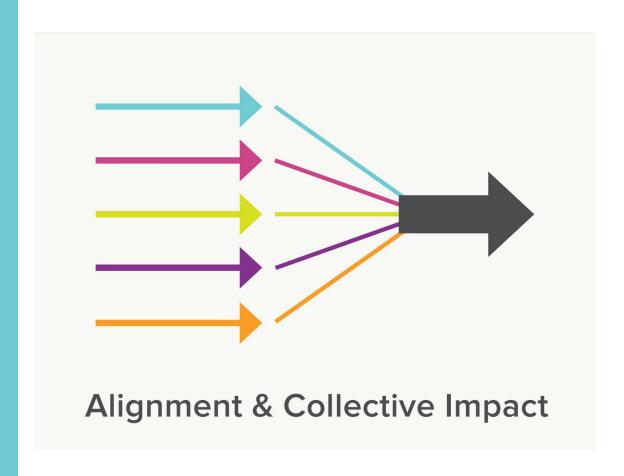
Broomfield County Youth Employment

 A core team is working to determine shared work to decrease the number of disconnected youth in Broomfield County.





Leveraging Cross-Sector Work to Improve Systems





Policy & Advocacy

- Initial Role
 - Develop criteria and structure
 - Landscape analysis of existing policies



- Ongoing Role
 - Monitor
 - Evaluate
 - Recommend
 - Take action
 - Plan and host
 - Develop



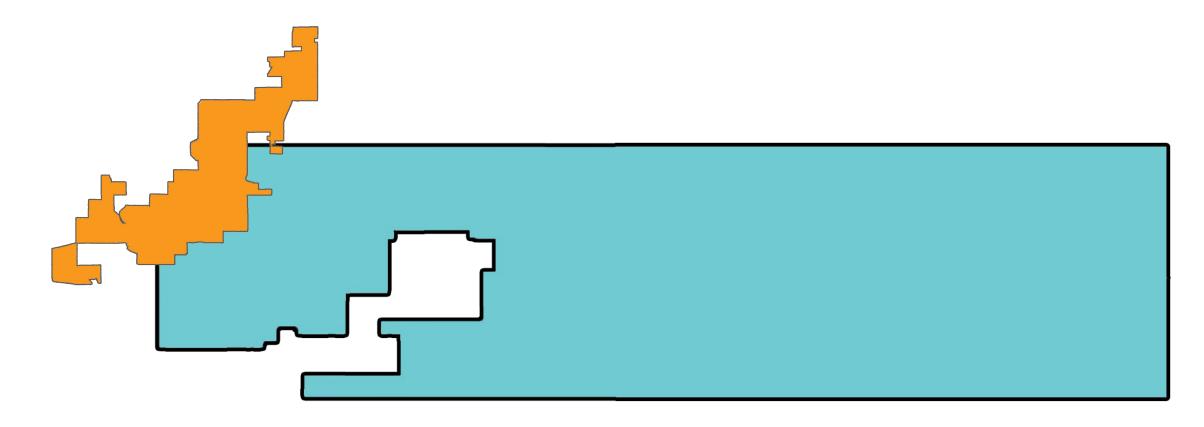
Resource Alignment

- The Funders Network will allocate and align resources to improve community-level outcomes
- Fuding Landscape Analysis
- Funders invited to attend orientation event



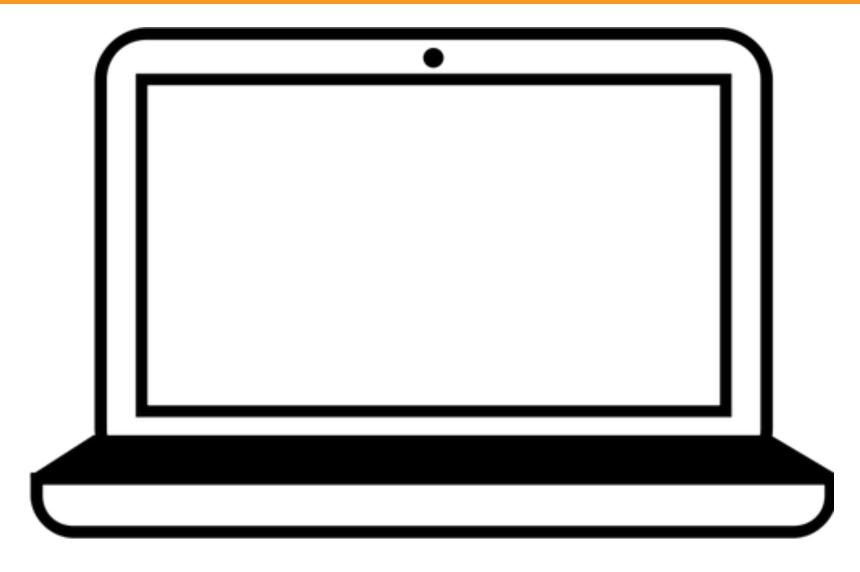


The State of Our Youth





Youth Opportunity Atlas







ACYI.org

A Strategy to Incentivize Employers to Hire & Retain Disconnected Youth

This document provides an overview of the work the Adams County Youth Employment Collaborative Action Network (ACYI CAN) is doing to Incentivize employers to hire and retain disconnected youth ages 18-24 who are not in school and not employed.

What is the Goal

- By the end of 2020: Reduce the number of youth who are disconnected in Adams County from 8,000 to 7,750
- By the end of 2021: Reduce the number of youth who are disconnected in Adams County to 7,250.
- By the end of 2023: Reduce the number of youth who are disconnected in Adams County to 6,250.
- By the end of 2030: Reduce the number of youth who are disconnected in Adams County to 4,000.

What is the Strategy

Phase 1:

- A Project Team from the CAN will meet with the ACYI Policy & Legislative Advisory Network
 (PLAN) to explore incentive options (tax & other) that encourage and support employers to hire
 and retain disconnected youth (young people ages 18-24 who are not employed and not in
 school); and make recommendations that are deemed appropriate to the Community Leaders Council
 (CLC) Steering Committee for action.
- The CLC Steering Committee will gain consensus and support from the larger CLC and turn it back over to the PLAN for action.

Phase 2:

The PLAN will move to action based on the recommendations from the CLC.

Why This Strategy is Needed

There are an estimated 8,000 young people ages 16-24 who are disconnected youth in Adams County, they are not working and not in school (Opportunity Nation. The Forum for Youth Investment. Opportunity Index 2018:Summary of Findings by County).

- Vulnerable youth face significant barriers to connecting to school or work due to poverty, family
 obligations, and poor educational preparation that prevent them from having the skills and opportunities
 they need to enter the workforce and remain employed (Measure of America. Making the Connection:
 Transportation and Youth Disconnection. Measure of America of the Social Science Research Council.)
- Based on data in Adams County, young men of color are most at risk for being disconnected due to the likelihood of being chronically absent, involved in the juvenile justice system, and high dropout rates.
 - Furthermore, young men of color between the ages of 18-24 in Adams County indicate that they
 are not aware of career options that pay a self-sufficient wage, despite the fact that employers
 are able to cite a variety of pathways within their own professional fields. (Employment Study,
 2019. Technology Enabled Girl Ambassadors)

^{*}Focus for the Adams County Employment CAN is ages 18-24 due to the likelihood that those youth ages 16-17 would be better re-engaged into a school system, instead of directly into the workforce, to continue to receive the services needed at the school level.

■ These young men also indicate that they have an awareness that pathways to well-paying jobs exist, however, they lack awareness of how to pursue resources to support their success (Employment Study, 2019. Technology Enabled Girl Ambassadors).

Young people, ages 18-24, in Adams County ARE NOT earning a wage to adequately support themselves or their families.

- In order for a single person to be able to support themselves in Adams County, their annual salary needs to be at least \$27,684 (Colorado Center on Law and Policy, 2018). This doubles with the inclusion of one child.
- According to the US Census Bureau, there are an estimated 35% (about 58,000) of family households with children under the age of 18 in Adams County.
- According to the Bureau of Labor Statistics, the national average salary for young people, ages 16-19 is \$23,322 and \$29,700 for ages 20-24.

Even when job opportunities do exist, there are not enough young people in Adams County who have the credentials needed to obtain jobs that put them on track to earning a wage that would allow them to support themselves.

- 39% of youth in Adams County are attaining a postsecondary credential in 6 years.(Colorado Department of Higher Education. Attainment Statistics by High School Cohort by District.)
- Employers and Education Professionals state that experience or training is key to entry, as opposed to a four-year degree (Employment Study, 2019. Technology Enabled Girl Ambassadors)
 - By 2020, 74% of jobs in Colorado will require some sort of postsecondary credential beyond high school (Colorado Department of Higher Education. 2014 Skills for Jobs Report).
 - In 2018, 3% of students dropped out of high school (Colorado Department of Education. Dropout Statistics by District).
 - In 2018, 77% of students graduated from high school (Colorado Department of Education. High School Graduation Rates by District).

How We Are Measuring Success

The impact of this strategy will be monitored by the following metrics:

- Number of employers who employ youth ages 18-24 at a self-sufficient wage
- Number of employers who offer internships or apprenticeship opportunities to youth

Line of Sight 6 Months: Year 1 - 2: Year 3-10: PLAN explores incentives The PLAN will move to action Ongoing policy work

Who is Involved

Employer Incentives Project Team
ACYI Policy & Legislative Advisory Committee (PLAN)

ACYI Community Leaders Council (CLC)

ACYI Adams County Employment Collaborative Action Network (CAN)



A Strategy to Improve the Pathway to Employment for Disconnected Youth

This document provides an overview of a strategy being developed by the Adams County Youth Employment Collaborative Action Network (ACYI CAN) to Re-engage disconnected youth ages 18-24, into paid work experiences or credential programs and then ultimately into jobs that pay self-sufficient wages.

What is the Goal

- **By end of 2020**: Reduce the number of youth who are disconnected in Adams County from 8,000 to 7.750
- By end of 2021: Reduce the number of youth who are disconnected in Adams County to 7,250.
- By end of 2023: Reduce the number of youth who are disconnected in Adams County to 6,250.
- By end of 2030: Reduce the number of youth who are disconnected in Adams County to 4,000.

What is the Strategy

Phase 1:

This Youth Employment CAN will:

- Work to understand how to re-engage and support disconnected youth on a pathway towards earning the skills and work experience (including credentials) needed for self-sufficiency:
 - A Youth Voice Project Team will take the lead on garnering authentic perspective from disconnected youth, their parents, employers, and other key stakeholders on:
 - How to connect with disengaged youth
 - What are the challenges and barriers they are experiencing
 - What supports are needed
 - These perspectives will be triangulated with additional data in order to support the identification of bright spots in what is already working.
- Determine which programs, services, and strategies are currently in place to support youth in Adams County to enter the workforce, stay in the workforce, and identify gaps in programs and services needed.
 - To support this work, the CAN, led by an Asset Mapping Project Team, is currently engaging in asset mapping.
 - This asset mapping is looking at programs and services that support with:
 - Career Awareness/Exploration
 - Job Readiness
 - Training
 - o Apprenticeships
 - Work Experiences
 - Job Placements
 - Related Wrap Around and Support Services
 - The ultimate result of asset mapping will include an electronic, interactive inventory and map of resources available on the Regional Opportunity Atlas.

Phase 2:

- In order to meet the 2020 target of reducing the number of disconnected youth in Adams County from 8,000 to 7,750, the CAN will:
 - Improve/develop a pathway to re-engagement and credential persistence for disconnected youth
 - In conjunction with the Career Pathways for High Schoolers strategy, both strategies will identify a cohort of 400 youth (16-24 years) who are either already disconnected or currently in high school and at risk of becoming disconnected. This strategy will support disconnected youth to re-engage and persist on a pathway to employment and self-sufficiency.
- The impact will be measured every step of the way.
- Additional details will be added as this strategy is developed.

Why This Strategy is Needed

There are an estimated 8,000 young people ages 16-24 who are disconnected youth in Adams County, they are not working and not in school (Opportunity Nation. The Forum for Youth Investment. Opportunity Index 2018:Summary of Findings by County).

- Vulnerable youth face significant barriers to connecting to school or work due to poverty, family
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- These young men also indicate that they have an awareness that pathways to well-paying jobs exist, however, they lack awareness of how to pursue resources to support their success (Employment Study, 2019. Technology Enabled Girl Ambassadors).

There are not enough young people in Adams County who have the credentials needed to obtain jobs that put them on track to earning a wage that would allow them to support themselves.

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 - In 2018, 3% of students dropped out of high school (Colorado Department of Education. Dropout Statistics by District).
 - In 2018, 77% of students graduated from high school (Colorado Department of Education. High School Graduation Rates by District).

Without a pathway towards self-sufficiency, the cycle of poverty in Adams County will continue.

- 12.2% of the whole population in Adams County live below poverty, according to the 2017 American Community Survey.
- Adams County's black and Hispanic/Latino populations have the highest rates that live below poverty, 19.5% and 13.6% respectively, compared to their white peers at 7.2%. (US Census Bureau. Poverty Status in the Past, Table S1701. American Community Survey 5-Year Estimates. Retrieved from American Fact Finder, January 2019.)

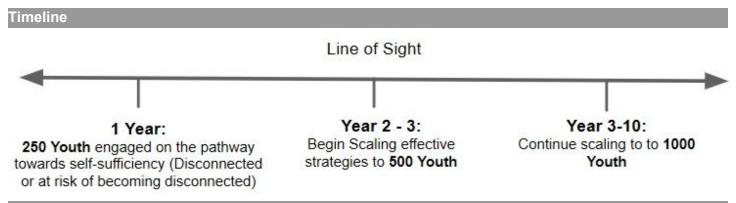
Youth in Adams County indicate a desire for real life experience and knowledge that prepares them for life after school and do not feel they are getting this from their current support systems (Juvenile Justice Study, 2018. Technology Enabled Girl Ambassadors).

 Youth believe that employment support should be available at all stages of life, not just in secondary or post-secondary educational institutions (Post-Secondary Success Study, 2018. Technology Enabled Girl Ambassadors).

How We Are Measuring Success

The impact of this strategy will be monitored by the following metrics:

- Number/percent of youth in cohort #1 who are employed
- Number/percent of youth in cohort #1 who enroll in a credential program



Who is Involved

Youth Voice Project Team
Asset Mapping Project Team

ACYI Community Leaders Council (CLC)

ACYI Adams County Employment Collaborative Action Network (CAN)

For More Information

Contact Megan Grimes, CAN Coordinator, ACYI at megangrimes@acyi.org



STUDY SESSION AGENDA ITEM

DATE:

November 19, 2019

SUBJECT:

Code Compliance

FROM:

Matt Rivera, Director

AGENCY/DEPARTMENT: Community Safety & Well Being

ATTENDEES: Matt Rivera, Eric Guenther, Gail Moon

PURPOSE OF ITEM: Provide an update of current code compliance procedures.

STAFF RECOMMENDATION: Informational

BACKGROUND:

Code compliance is tasked with enforcement of violations of the County's Developmental Standards and Regulations. The majority of which are related to the illegal storage of items such as junk/inoperable vehicles, trash, misc. building & landscaping materials and other items that result in unsightly problems for neighbors and the community. Many identified violations are resolved either through voluntary compliance, through court orders and the County's abatement process.

Through the formal court adjudication there are however those property owners who still fail to adhere to the court's direction and begin to incure fines. These fines continue to increase as property owners either ignore the debt or fail to come into compliance. Even with thousands of dollars in assessed fines, properties remain in a state that is in violation of the County's Developmental Standards and Regulations.

AGENCIES, DEPARTMENTS OR OTHER OFFICES INVOLVED:

Tresury Department, Public Works Department, Parks Department, Community & Economic Development

ATTACHED DOCUMENTS:

Presentation

FISCAL IMPACT:

Please check if there is no fiscal impact section below.	. If there is f	iscal impact, pl	ease fully com	plete the
Fund:				
Cost Center:				
		Object Account	Subledger	Amount
Current Budgeted Revenue:				
Additional Revenue not included in Current Bu	ıdget:			
Total Revenues:		Object	Subledger	Amount
Current Budgeted Operating Expenditure:		Account		MARK CONTROL
Add'l Operating Expenditure not included in Cu	irrent Budget			<u> </u>
Current Budgeted Capital Expenditure:	inent Duaget.			
Add'l Capital Expenditure not included in Curre	ent Budget:			
Total Expenditures:				
New FTEs requested: Future Amendment Needed: Additional Note:				
APPROVAL SIGNATURES:				
HAW				
Raymond H. Jonzales, County Manager	Alish	na Reis, Deputy (County Manager	•
Bryan Ostler, Deputy County Manager	Chris	Kline, Deputy	County Manager	
APPROVAL OF FISCAL IMPACT:				
Budget /				

Neighborhood Services Code Compliance Review

Community Safety & Well Being Department November 19, 2019 Study Session



Background and Overview

- Summary of issues and challenges
- Existing resources dedicated to these issues
- Opportunities for the future



Current Responsibilities

- Private Property > Code Compliance
- Public right-of-way >Public Works
- Parking /Abandoned Vehicle Issues> Sheriff's Office



Resources & Allocation

- Five officers are trained on all aspects of zoning enforcement
- Four are assigned to a specific district of the County
- One acts as a backup and handles graffiti abatement



Zoning Violations



Outreach & Education



Zoning Violation Process

Complaint/Inspection

Outreach/Education

Reinspection

Zoning Violation Process

Escalation

Legal Process

Resolution

Blight Violation



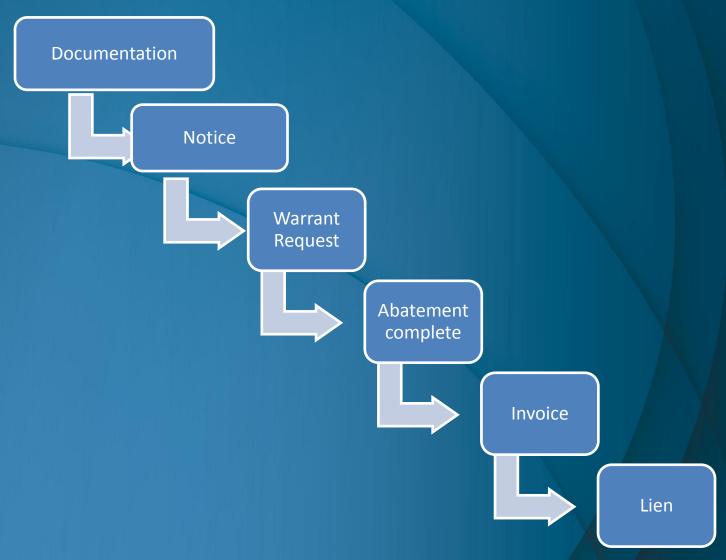
Blight Process

Complaint/Inspection

Outreach/Education

Reinspection

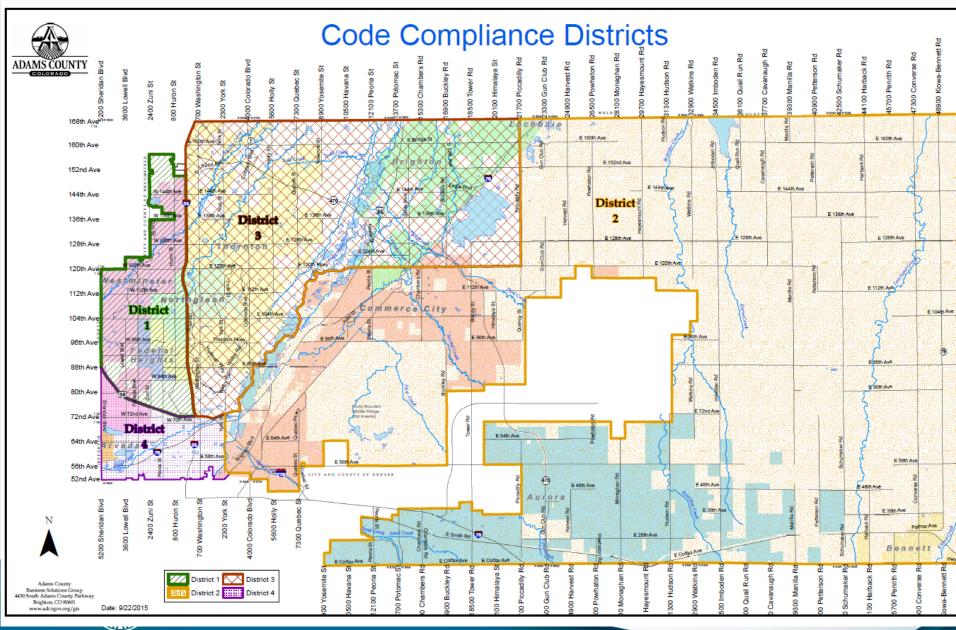
Blight Process

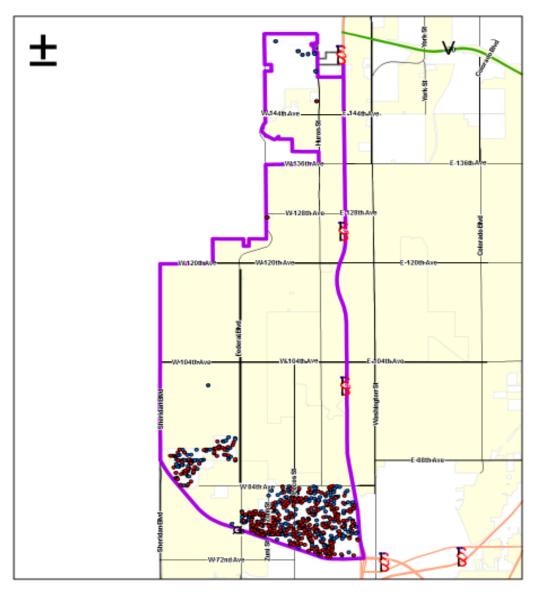


Legal Strategy

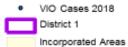
- Additional letter is sent to property owner
- Civil complaints and settlement agreements
- Injunctions
- Blight ordinance
- Imposition of fines and liens

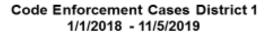




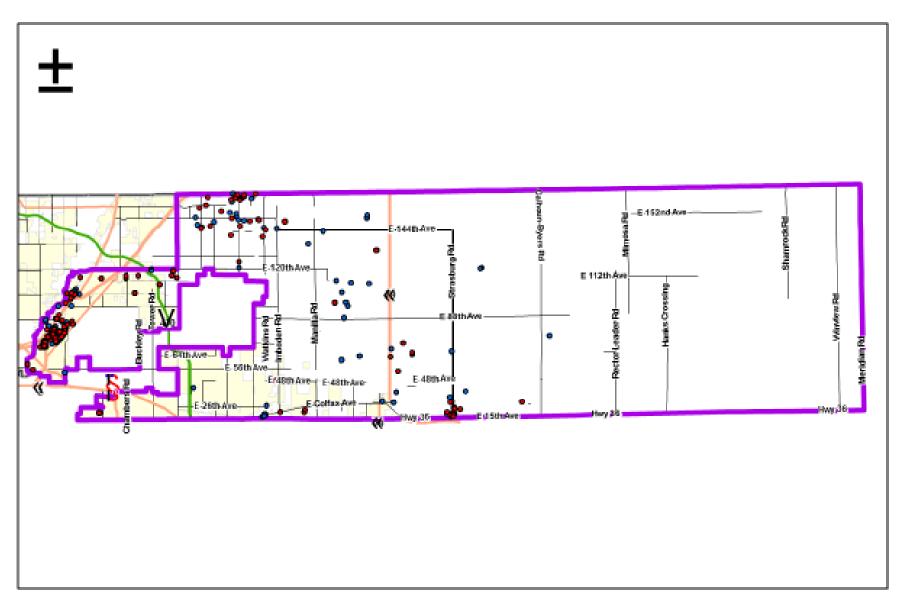






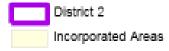






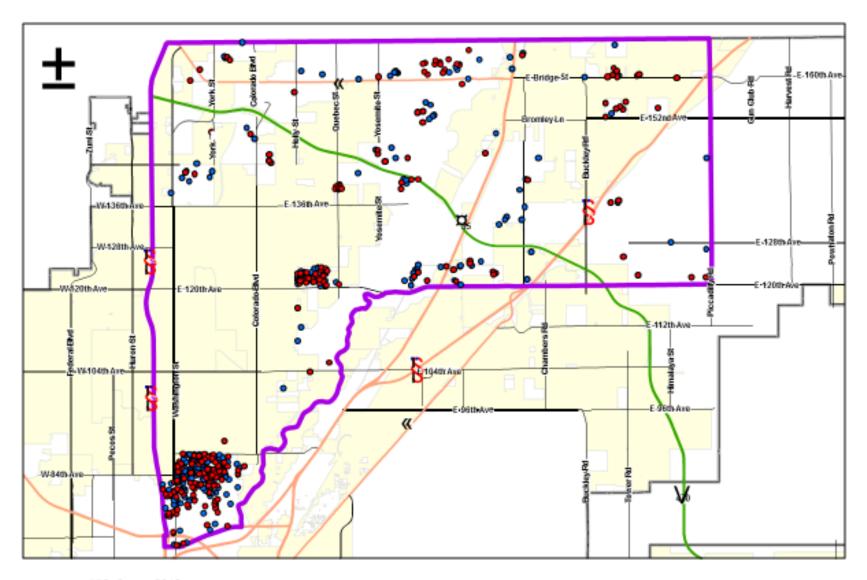


VIO Cases 2018



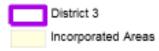
Code Enforcement Cases District 2 1/1/2018 - 11/5/2019





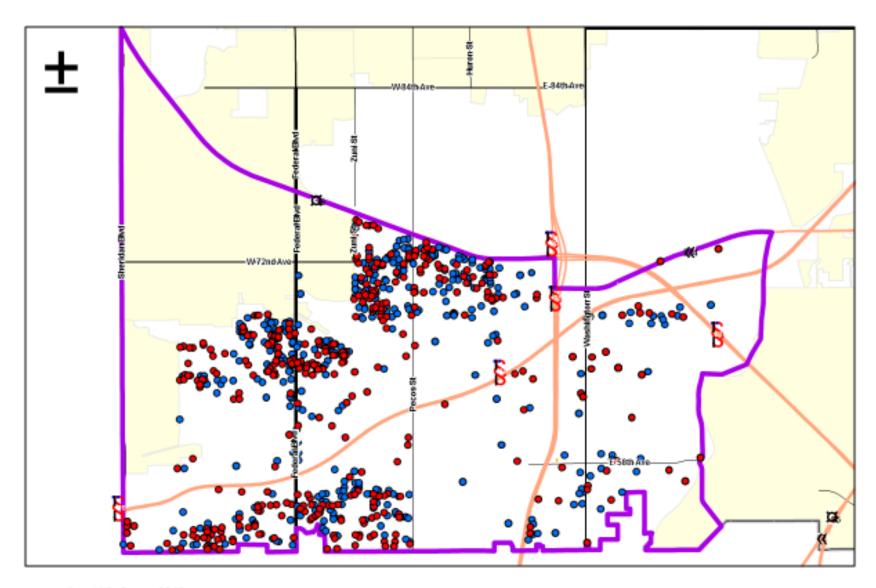


VIO Cases 2018



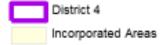
Code Enforcement Cases District 3 1/1/2018 - 11/5/2019







VIO Cases 2018

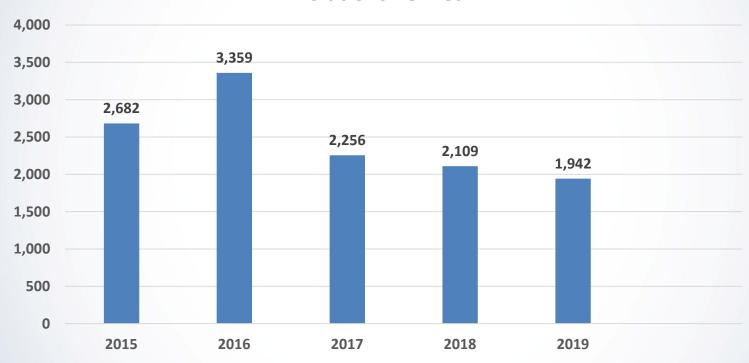


Code Enforcement Cases District 4 1/1/2018 - 11/5/2019



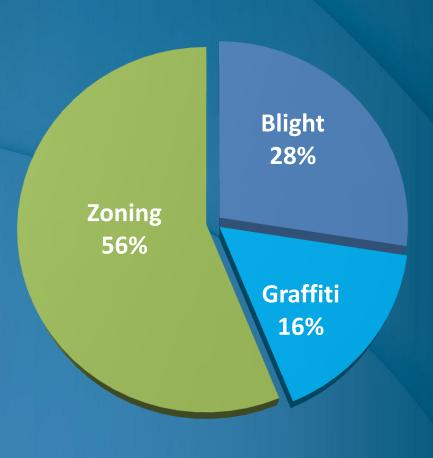
Code Compliance Data

Violations Per Year

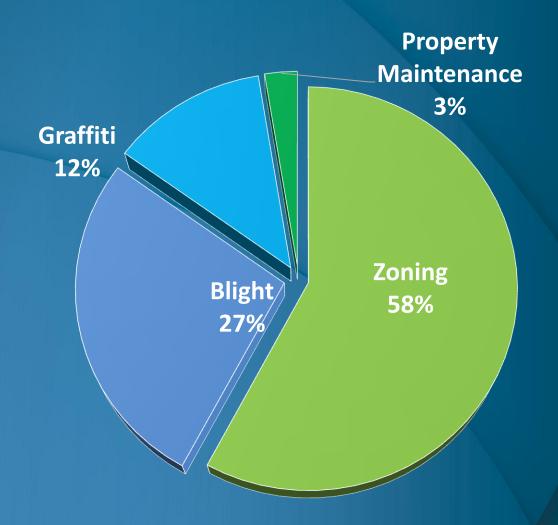




2018 Case Type Totals



2019 Case Type Totals



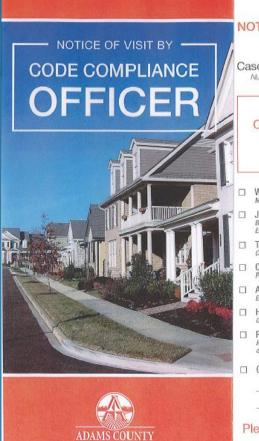
Environmental Program Inspections

MONTH	TOTAL INSPECTIONS			
MARCH	6			
APRIL	7			
MAY	6			
JUNE	5			
JULY	7			
AUGUST	9			
SEPTEMBER	7			
OCTOBER	10			

Future for Code Compliance

- Continued focus on Outreach & Education
- Collaborative efforts with Environmental Inspections
- Audit of current practices and procedures
- Unconscious Bias Training
- Exploring New Ideas





NOTICE OF ATTEMPTED CONTACT

Noticia de Intento de Contactar

Case Number

Numero de Caso

An Adams County Code Compliance Officer visited your property today concerning:

Hoy un Oficial del Cumplimiento de Código visito a su propiedad en cuanto a:

- ☐ Weeds Malas Hierbas
- Junk/Outside Storage
 Basura/Almacenamiento
 Externo
- ☐ Trash Containers Contenedores de Basura
- ☐ Chickens/Roosters
 Pollos y Gallos
- Accessory Structure

 Estructura Accesoria
- ☐ Home Occupation Occupación de Casa
- RV/Trailer in the ROW RV/Tráiler en el Derecho de Paso

- Unlicensed/ Inoperable Vehicle Vehiculo Sin Licencia/ Inoperable
- □ Parking on
 - Unapproved Surface Stacionamiento en un Superficie no Aprobado
- Storage Containers
 Contenedores de Almacenamiento
- Obstruction of Right of Way Obstrucción del Derecho de Paso
- □ Ice/Snow on Sidewalk Hielo/Nieve en la Acera

Other/Otro		

Please contact our office to discuss: 720.523.6800

Gaining Compliance through Education

Exploring New Ideas

- Volunteer Program
- Work Heart
- Tool Kit
- Sponsored Neighborhood Clean-up
- Landfill Coupon Program

Questions?



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