



Pay for Performance 2016



Goal

- A performance based pay system that rewards employees for exceptional job performance in a transparent fashion that remains within budgeted resources.





History

Began researching a performance based system in 2011 due to both employees and administration agreeing that employees should be paid based on their performance.

Research included:

- Employee input
- Consultant (the Singer Group)
- Market salary survey
- Reviewed performance systems at other libraries

Results of research led to implementation of current Pay for Performance system

- Compensation structure with organizational levels established
- Electronic performance appraisal system
- Monthly check-ins regarding performance (Walk Around the Block)
- Annual Self Review
- Annual Performance Review



PFP Process Employee and Manager

- Each year employees complete a self-assessment
- Manager reviews self-assessment
- Managers write performance review
 - ❖ 4 areas of performance measures
 - ❖ 3 point scoring system (needs improvement, meets expectations, outstanding performance)
- Managers score employees in each of 4 areas
 - ❖ Customer Service
 - ❖ Comprehension and Competencies
 - ❖ Teamwork and Relationships
 - ❖ Time Management
- Managers Score Progress on Annual Goals
- Scores are totaled for each employee and submitted to Human Resources

PFP Process Administration



- HR creates a spreadsheet and presents to ED, COO, and CFO.

From this point forward, we are just working with scores

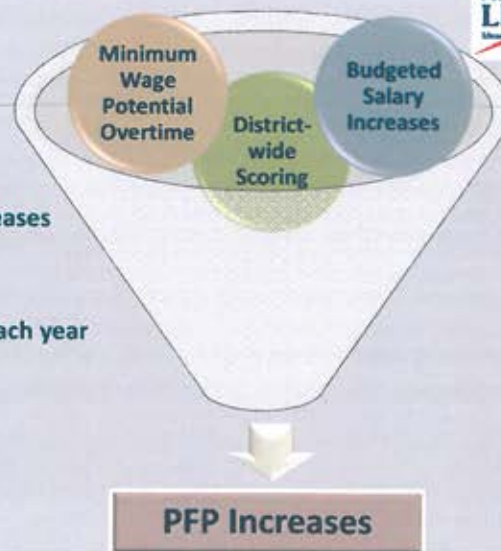
- Scores are sorted by level

Raw Score	PFP % Increase Amount	Current Annual Wage	Current Hourly Wage	Minimum Wage Adj.	PFP Pay Increase	2017 Annual Pay

PFP Process Administration



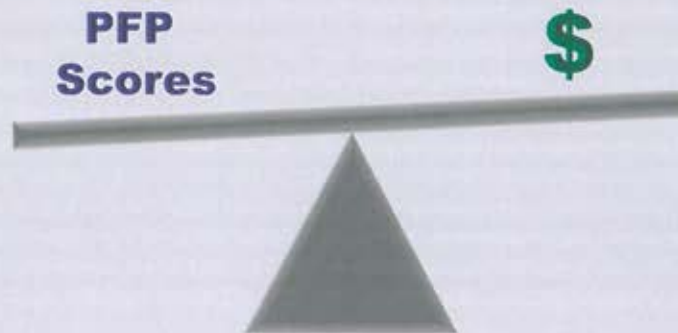
- Total amount of budgeted salaries
- Total amount of budgeted salary increases
- Potential overtime budget
- Colorado Minimum Wage Increases each year
- Overall district-wide scoring





PFP Process

To balance budgeted dollar amount with Pay for Performance Scoring



PFP Summary 2016



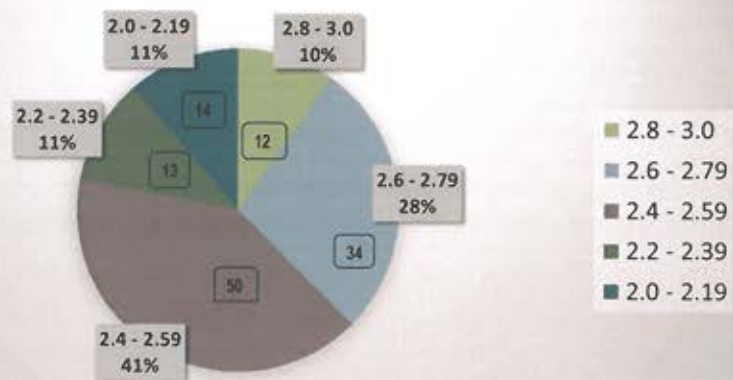
➤ Scores sorted

➤ Overall District Average for 2016



2.55

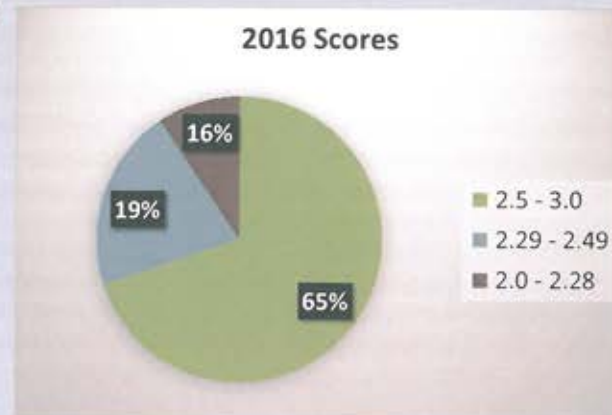
2016 Scores



PFP Summary 2016



With a district average, at 2.5, graph demonstrates that 65% of employees have received a score of 2.5 or above.



PFP Summary 2016



In order to give the most employees a pay increase, it was broken out this way.



Score	Pay Increase	# Employees
2.50-3.00	2.50%	80
2.29-2.49	2.25%	23
2.00 - 2.28	2.00%	20
		123

PFP Summary 2016



➤ In order to analyze the bonuses, we take a closer look at of the 65% of employees that scored between 2.5 and 3.0, which is 80 employees.

- 18 scored over 2.75
- 28 scored between 2.6 and 2.70
- 10 scored between 2.57 and 2.6
- 24 scored between 2.5 and 2.57



PFP Summary 2016



❖ There are two groups of employees that are not eligible to receive a Bonus –

- Employees that are hired within the year
- Employees that have been promoted within the year.

These two groups of employees will receive a salary increase – a pro-rated increase depending on their date of hire, but they won't be eligible for a bonus in this budget year.

PFP Summary 2016 Merit Bonus



➤ Rewarding our Top Performers with a Bonus

Score	Bonus	Employees
2.75 - 3.0	\$200	18
2.60 - 2.71	\$100	23
2.57 - 2.59	\$50	10

PFP Summary 2016



2016

Budgeted \$90,862.31

PFP Award \$87,132.17

Merit Bonus \$ 6,200.00

Difference \$(2,469.86)



PFP Score Comparison 2015 and 2016



2015			2016		
2.8 - 3.0	12	10%	2.8 - 3.0	12	10%
2.6 - 2.79	36	30%	2.6 - 2.79	34	28%
2.4 - 2.59	34	28%	2.4 - 2.59	50	41%
2.2 - 2.39	24	20%	2.2 - 2.39	13	10%
2.0 - 2.19	14	11%	2.0 - 2.19	14	11%
1.8 - 1.99	1	1%	1.8 - 1.99	0	0%
Total 121			Total 123		

Pay for Performance 2017 Forecast



- 2017 District Overall Budget Dollars
- Pay Increases budgeted
- Colorado Minimum Wage Increase (\$10.20)





COLORADO

Department of Local Affairs

Division of Property Taxation

**A Report to the State Board of Equalization
and the General Assembly**

**RESIDENTIAL ASSESSMENT RATE STUDY
Final Findings
2017 – 2018**

Pursuant to § 39-1-104.2(6) C.R.S.

April 17, 2017

SUMMARY

The final residential assessment rate estimate for property tax years 2017-2018 is **7.20 percent**. This figure replaces the estimate of 6.56 percent found in the preliminary report dated January 13, 2017. The final residential target percentage for property tax years 2017-2018 is **45.76 percent**. This figure replaces the preliminary calculation of 43.79 percent. An explanation of the changed target rate percentage calculation is included later in this document.

The Division of Property Taxation (Division) would not have been able to conduct either the preliminary or this final report without the cooperation of the county assessors throughout the state at arguably their busiest time during the two-year assessment cycle. Their cooperation and attention to the gathering of this information is critical to the accuracy of this study. The preliminary residential assessment rate estimate was revised upon receiving updated value estimates from county assessors for the following property classes: vacant land, residential, commercial, industrial, agricultural, natural resources and producing mines.

Although the final estimates are generally more accurate than the figures shown in the preliminary report, they are still estimates, and in most cases they are different from the values that will be reported later this year on county Abstracts of Assessment. This is particularly true for the oil and gas, producing mines, and natural resource classes. County assessors value the property in these classes after they receive the annual declaration statements from producers. Those statements are due on April 17, 2017.

The following table lists the preliminary percentage change estimates reported on January 13, 2017 and the final percentage change estimates found in this report.

Property Class	Preliminary 2017 Estimates	Final 2017 Estimates
Residential	18.00%	20.80%
Non-Residential		
Vacant	7.50%	17.00%
Commercial	11.60%	17.50%
Industrial	7.20%	10.90%
Agricultural	8.70%	10.10%
Natural Resources	-5.10%	-1.30%
Producing Mines	-12.00%	-14.10%
Oil and Gas	8.30%	8.30%
State Assessed	3.00%	3.00%

The attached addenda show the calculations of the target percentage and residential assessment rate, as well as much of the data used in the calculations. The addenda are described as follows:

Addendum A: 2017 Residential Target Percentage Calculation

The target percentage from the 2015 residential rate study, 45.67 percent, is adjusted to account for the addition of residential and non-residential new construction and changes in natural resource production. The new residential target percentage is 45.76 percent. The new construction and natural resource production change figures are calculated in Addenda G through O, which are available upon request.

Unlike the calculation of the residential rate itself, the adjustment to the target percentage is based on known prior year values as reported on county Abstracts of Assessment.

Addendum B: 2017 Residential Assessment Rate Calculation

The residential assessment rate shown on Addendum B is the estimate of the residential assessment rate that would achieve a statewide total assessed value consisting of 45.76 percent residential property value and 54.24 percent non-residential property value.

Addendum C: Totals from 2016 Abstracts

Addendum C shows the assessed values reported last year by county assessors on their 2016 Abstracts of Assessment.

Addendum D: 2017 Estimated Values

Addendum D displays 2017 value estimates provided by county assessors and those estimated by the Division.

By early April, most assessors had nearly completed their reappraisals of real property and were able to provide the Division with new estimated real property values in dollar amounts. Counties that had not yet completed their reappraisals provided new value estimates as percentage figures, which were converted into dollar amounts. For the

commercial and industrial classes, the real property estimates were combined with personal property estimates to produce the values shown on this addendum. Because counties do not yet have the information they need to value personal property, the Division used an estimated increase of 2.5 percent unless the county provided a different figure.

Counties also do not yet have the information they need to revalue the real and personal property classified as natural resources, producing mines and oil and gas. They generally provided percentage change estimates for natural resources and producing mines, and the Division estimated a statewide increase of 8.3 percent for oil and gas.

The oil and gas estimate was developed using production data obtained from the Colorado Oil and Gas Conservation Commission, U.S. Energy and Information Administration and Colorado Legislative Council after consulting with oil and gas experts and county assessors. The Division also updated its estimate of state assessed property, calculating a statewide increase of 3.0 percent for the state assessed property class.

Addendum E: Projected Rates of Change

This addendum shows the percentage change between the 2016 abstract values shown on Addendum C and the 2017 projected values shown on Addendum D.

Updated: Target Percentage Calculation

As instruction for determining the target percentage, section 3(b) of article X of the Colorado Constitution requires that "For each subsequent year, the general assembly shall again determine the percentage of the aggregate statewide valuation for assessment which is attributable to each class of taxable property, **after adding the increased valuation for assessment attributable to new construction and to increased volume of mineral and oil and gas production**" (emphasis added).

The difference between the preliminary and final target percentage is the method used to adjust for the increased volume of mineral and oil and gas production. In the preliminary study the Division focused on isolating the "increased volume" to make the required adjustment for determining the target percentage. This was accomplished by identifying the change in volume between 2014 and 2016 and multiplying that amount by the 2014 average assessed value per unit of production.

However, an unusual circumstance occurred in the previous reassessment cycle as the volume of oil and gas production increased, but because prices declined, the valuation for assessment decreased. This caused the Division to take a closer look at the constitutional requirements for developing the target percentage.

As a result of this scrutiny it became obvious that the adjustment for increased volume of mineral and oil and gas production should only be made when there is increased valuation for assessment attributable to that increased volume.

On April 13th of this year the State Board of Equalization (Board) met to review and discuss this issue. After a thorough presentation by JoAnn Groff, the Property Tax Administrator, and questions from the Board, no objections were raised to this change in methodology.

2017 RESIDENTIAL TARGET PERCENTAGE CALCULATION

ADDENDUM A

STEP #1: Calculate the 2015 residential assessed value that would have achieved the 2015 target percentage.

ESTIMATED 2015 RESIDENTIAL ASSESSED	X	0.4566712232
ACTUAL 2015 NON-RESIDENTIAL ASSESSED	\$58,899,312,842	0.5433287768
		1.0000000000
ESTIMATED 2015 RESIDENTIAL ASSESSED	X =	\$49,505,239,536

The target percentages shown in step #1 are the non-rounded versions of the target percentages enacted into law in 2015.

The figure \$58,899,312,842 is the total non-residential taxable value reported on county abstracts in 2015.

The figure \$49,505,239,536 is the hypothetical residential assessed value that would have exactly achieved the 2015 target percentage.

STEP #2: Add 2015 + 2016 net new construction and increased production to the 2015 res. and non-res. totals.

2015 Net Residential New Construction	\$719,553,040	Addendum G
2016 Net Residential New Construction	\$812,701,458	Addendum G
TOTAL RESIDENTIAL NEW CONSTRUCTION	\$1,532,254,498	
ESTIMATED 2015 RESIDENTIAL	\$49,505,239,536	
ADJUSTED TOTAL RESIDENTIAL	\$51,037,494,034	
2015 Net Other New Construction	\$732,237,027	Addendum G
2016 Net Other New Construction	\$860,836,763	Addendum G
2016 - 2014 Net Mines	\$0	Addendum H
2016 - 2014 Net Coal	\$0	Addendum I
2016 - 2014 Net Earth & Stone	\$3,311,562	Addendum J
2016 - 2014 Net Oil & Gas	\$0	Sum of Addenda K - O
TOTAL NON-RESIDENTIAL NEW CONST. & PROD.	\$1,596,385,352	
ACTUAL 2015 NON-RESIDENTIAL	\$58,899,312,842	
ADJUSTED TOTAL NON-RESIDENTIAL	\$60,495,698,194	109,936,806,876

STEP #3: Calculate the 2017 target percentages from 2015 values adjusted for new construction and production.

ADJ 2015 RES ASSESSED	51,037,494,034	45.75991507%	OR	45.76%
ADJ 2015 OTHER ASSESSED	60,495,698,194	54.24008493%		54.24%

2017 RESIDENTIAL ASSESSMENT RATE CALCULATION

ADDENDUM B

$$\begin{array}{rcl} \text{Estimated 2017} & & \\ \text{Non-Residential Assessed} & & \\ \$61,240,504,937 & \div & \text{Non-Res Target \%} \\ \text{Addendum F} & & \text{54.24008493\%} \\ & & \text{Addendum A} \end{array} = \begin{array}{r} \text{Total Assessed Target Value} \\ \$112,906,358,852 \end{array}$$

$$\begin{array}{rcl} \text{Total Assessed Target Value} & & \\ \$112,906,358,852 & \times & \text{Residential Target \%} \\ & & \text{45.75991507\%} \\ & & \text{Addendum A} \end{array} = \begin{array}{r} \text{Residential Assessed Target Value} \\ \$51,665,853,915 \end{array}$$

$$\begin{array}{rcl} \text{Residential Assessed Target Value} & & \text{Estimated 2017} \\ \$51,665,853,915 & \div & \text{Residential Actual Value} \\ & & \$717,173,963,672 \\ & & \text{Addendum F} \end{array} = \begin{array}{r} \text{Residential Assessment Rate} \\ 7.204089458340\% \\ \text{7.20\%} \end{array} \text{ rounded}$$

TOTALS FROM 2016 COUNTY ABSTRACTS OF ASSESSMENT										ADDENDUM C
COUNTY	VAC	RES	COM	IND	AGR	NAT	MIN	O&G	STA	TOTAL
Adams	\$126,361,990	\$2,443,646,830	\$2,029,634,480	\$262,365,090	\$30,906,270	\$5,033,570	\$0	\$62,731,670	\$508,846,600	\$5,549,266,500
Alamosa	\$13,886,715	\$54,990,633	\$52,475,676	\$1,226,639	\$20,954,021	\$195,604	\$0	\$0	\$24,920,300	\$168,453,188
Arapahoe	\$178,405,908	\$4,876,504,552	\$3,519,405,327	\$36,968,269	\$16,338,886	\$897,355	\$0	\$76,106,943	\$426,031,500	\$9,128,452,740
Archuleta	\$57,804,790	\$155,051,350	\$48,061,900	\$1,256,000	\$7,192,070	\$174,060	\$0	\$17,465,990	\$9,412,500	\$296,700,150
Baca	\$176,852	\$7,994,326	\$6,527,348	\$70,360	\$24,118,956	\$1,271,672	\$0	\$2,401,968	\$48,273,800	\$90,734,682
Bent	\$891,837	\$7,799,725	\$18,951,141	\$253,294	\$19,348,280	\$748,354	\$0	\$441,513	\$37,503,580	\$85,528,644
Boulder	\$182,185,622	\$3,883,236,276	\$2,160,083,509	\$497,266,418	\$18,049,750	\$1,382,433	\$20,735	\$8,750,803	\$199,002,368	\$6,899,007,715
Broomfield	\$38,025,670	\$859,226,180	\$511,725,780	\$68,388,800	\$510,500	\$8,520	\$0	\$3,236,280	\$70,081,800	\$1,358,213,310
Chaffee	\$48,403,900	\$198,297,510	\$86,061,110	\$10,675,350	\$5,614,770	\$4,209,080	\$0	\$0	\$27,289,800	\$360,586,700
Cheyenne	\$293,303	\$5,007,799	\$8,763,764	\$445,432	\$27,767,557	\$5,386,737	\$0	\$46,954,817	\$25,772,000	\$120,221,406
Clear Creek	\$18,807,870	\$64,359,350	\$28,078,790	\$239,880	\$132,070	\$8,530,290	\$335,975,320	\$0	\$22,089,700	\$919,193,270
Conejos	\$8,935,501	\$31,515,248	\$5,823,801	\$1,135,770	\$16,876,715	\$134,970	\$0	\$0	\$4,719,800	\$68,145,945
Costilla	\$72,886,106	\$15,143,208	\$5,517,172	\$1,383,044	\$12,683,075	\$388,544	\$0	\$0	\$7,895,200	\$115,970,348
Crowley	\$318,430	\$6,215,842	\$23,059,599	\$10,671	\$5,076,024	\$410,122	\$0	\$0	\$10,381,400	\$45,452,088
Custer	\$24,318,620	\$58,835,410	\$7,778,120	\$257,640	\$5,874,960	\$545,520	\$0	\$0	\$5,844,600	\$102,750,850
Delta	\$18,305,738	\$105,480,828	\$80,356,838	\$7,619,946	\$19,837,448	\$19,486,494	\$0	\$2,333,783	\$30,732,800	\$313,644,883
Denver	\$184,773,880	\$6,180,165,494	\$7,230,415,910	\$262,183,210	\$138,290	\$0	\$0	\$0	\$820,535,100	\$14,700,221,874
Dolores	\$5,483,652	\$12,487,885	\$4,310,802	\$217,398	\$4,198,782	\$613,450	\$0	\$107,215,973	\$11,443,400	\$145,951,323
Douglas	\$222,267,540	\$3,438,888,150	\$1,647,841,770	\$131,203,320	\$18,433,910	\$369,560	\$0	\$0	\$246,346,700	\$5,703,148,850
Eagle	\$133,854,630	\$2,131,941,370	\$852,747,880	\$10,188,900	\$8,682,120	\$867,820	\$471,250	\$0	\$84,236,800	\$3,032,229,970
El Paso	\$272,332,150	\$3,979,399,440	\$2,105,260,080	\$238,227,180	\$14,181,580	\$4,020,800	\$0	\$0	\$340,287,600	\$6,956,308,810
Elbert	\$14,832,480	\$201,414,590	\$24,063,160	\$1,342,270	\$19,793,360	\$1,254,400	\$0	\$2,013,910	\$39,377,600	\$304,182,070
Fremont	\$43,432,500	\$183,553,800	\$79,828,480	\$48,208,420	\$7,975,680	\$6,785,180	\$0	\$1,411,910	\$82,682,000	\$433,888,140
Garfield	\$82,077,070	\$491,786,250	\$308,104,140	\$11,170,920	\$14,502,930	\$2,718,160	\$501,290	\$1,185,601,130	\$107,387,100	\$2,214,988,960
Gilpin	\$41,218,340	\$59,088,800	\$238,419,870	\$146,720	\$310,510	\$9,338,130	\$0	\$0	\$91,618,910	\$359,942,380
Grand	\$91,583,070	\$358,873,700	\$84,788,310	\$80,085,330	\$8,754,380	\$410,850	\$11,473,050	\$0	\$64,670,000	\$881,148,540
Gunnison	\$95,046,390	\$312,068,590	\$93,285,790	\$2,932,130	\$9,790,410	\$95,091,430	\$115,600	\$10,213,120	\$13,513,300	\$883,082,760
Hinsdale	\$20,343,850	\$31,839,170	\$10,239,400	\$75,110	\$436,980	\$480,720	\$59,460	\$0	\$666,500	\$64,542,230
Huerfano	\$15,345,347	\$41,622,583	\$15,485,868	\$691,440	\$7,832,634	\$481,221	\$0	\$4,435,338	\$37,646,000	\$124,889,339
Jackson	\$1,846,885	\$10,135,001	\$4,186,994	\$1,888,485	\$11,980,256	\$212,609	\$0	\$12,293,168	\$3,376,888	\$45,978,060
Jefferson	\$187,316,800	\$5,146,975,631	\$2,307,555,911	\$269,165,070	\$10,504,358	\$887,894	\$361,588	\$0	\$347,108,700	\$8,270,655,752
Kiowa	\$116,200	\$2,583,870	\$5,550,940	\$0	\$18,789,220	\$1,272,480	\$0	\$5,700,920	\$3,436,800	\$38,153,340
Kit Carson	\$728,428	\$24,822,343	\$40,160,658	\$1,172,145	\$43,884,367	\$1,073,223	\$0	\$582,939	\$48,595,500	\$180,299,403
La Platte	\$139,880,310	\$633,787,320	\$376,786,920	\$21,567,350	\$13,828,640	\$10,461,760	\$0	\$642,301,660	\$79,635,160	\$1,017,418,880
Lake	\$16,756,560	\$48,113,886	\$10,785,555	\$683,467	\$265,601	\$1,387,499	\$112,016,958	\$0	\$18,097,900	\$210,289,688
Larimer	\$161,422,600	\$2,780,236,717	\$1,500,428,824	\$416,577,583	\$34,529,008	\$5,425,958	\$0	\$6,058,933	\$130,160,500	\$5,068,173,373
Las Animas	\$12,364,910	\$57,666,930	\$31,709,170	\$2,739,070	\$20,067,616	\$8,881,650	\$0	\$88,959,460	\$58,276,740	\$330,274,280
Lincoln	\$1,339,423	\$11,846,904	\$14,525,608	\$215,414	\$23,890,993	\$1,683,993	\$0	\$39,035,274	\$72,807,000	\$165,045,888
Logan	\$2,387,260	\$65,951,370	\$43,711,870	\$24,560,310	\$61,317,430	\$402,940	\$0	\$6,788,400	\$117,330,840	\$322,956,360
Monte	\$81,887,130	\$648,822,070	\$516,420,850	\$97,888,130	\$33,395,960	\$3,309,040	\$66,260	\$133,274,500	\$137,756,500	\$1,844,861,450
Mineral	\$9,283,376	\$19,886,182	\$9,100,239	\$107,954	\$1,393,949	\$323,178	\$0	\$0	\$1,651,400	\$41,906,228
Moffat	\$8,332,260	\$54,211,320	\$39,909,856	\$1,532,036	\$9,679,501	\$38,462,769	\$148,580	\$46,624,420	\$208,182,280	\$488,143,931
Montezuma	\$18,375,820	\$125,488,950	\$67,640,180	\$15,191,380	\$17,752,200	\$915,860	\$0	\$368,194,560	\$54,382,920	\$844,821,180
Montrose	\$29,689,940	\$224,870,500	\$104,021,721	\$26,888,708	\$27,538,460	\$4,087,295	\$174,400	\$0	\$60,666,080	\$517,175,340
Morgan	\$5,099,280	\$99,826,100	\$84,185,400	\$84,422,730	\$91,381,760	\$112,180	\$0	\$9,252,000	\$226,437,800	\$320,906,050
Otero	\$1,417,378	\$41,810,847	\$27,852,979	\$4,075,158	\$26,736,226	\$216,642	\$0	\$0	\$49,084,200	\$149,807,430
Ouray	\$34,069,880	\$81,471,830	\$25,187,860	\$688,540	\$4,447,390	\$4,054,980	\$0	\$0	\$1,807,900	\$157,307,580
Park	\$116,882,540	\$221,827,220	\$36,838,001	\$789,760	\$8,621,270	\$3,889,130	\$112,410	\$0	\$27,355,900	\$416,488,131
Phillips	\$418,820	\$17,144,640	\$18,888,800	\$226,540	\$38,941,620	\$356,458	\$0	\$4,800,910	\$4,683,300	\$88,432,689
Pitkin	\$201,485,500	\$2,046,748,130	\$896,677,150	\$716,390	\$7,239,800	\$3,620,730	\$0	\$0	\$29,884,800	\$2,945,572,500
Prowers	\$632,919	\$24,329,265	\$24,183,905	\$3,576,056	\$34,905,077	\$1,723,634	\$0	\$1,131,547	\$38,248,700	\$126,730,493
Pueblo	\$50,891,876	\$890,078,413	\$306,188,075	\$226,376,262	\$18,476,844	\$3,004,813	\$0	\$0	\$514,857,300	\$1,718,573,783
Rio Blanco	\$5,174,950	\$40,447,210	\$24,389,810	\$280,156,800	\$15,256,050	\$36,948,270	\$0	\$391,989,820	\$94,622,500	\$888,365,110
Rio Grande	\$23,091,880	\$66,833,389	\$44,346,710	\$2,246,605	\$35,315,703	\$274,457	\$0	\$0	\$19,346,180	\$181,454,064
Roof	\$88,647,190	\$589,680,360	\$227,254,470	\$5,820,710	\$25,277,510	\$33,040,180	\$0	\$2,831,080	\$115,153,480	\$1,077,713,820
Seguache	\$11,130,650	\$24,573,200	\$6,948,850	\$775,430	\$16,694,800	\$1,229,870	\$0	\$0	\$6,791,900	\$68,104,000
San Juan	\$11,437,163	\$10,782,359	\$8,383,854	\$541,306	\$10,468	\$8,060,383	\$0	\$0	\$2,996,900	\$42,812,433
San Miguel	\$168,521,210	\$672,873,550	\$105,672,420	\$2,975,470	\$8,294,170	\$3,316,120	\$0	\$10,236,880	\$23,398,600	\$785,287,820
Sedgwick	\$498,330	\$5,709,290	\$3,907,650	\$218,620	\$23,486,270	\$106,580	\$0	\$184,660	\$27,201,800	\$80,934,670
Summit	\$139,358,807	\$1,156,884,651	\$362,543,172	\$43,502,065	\$1,584,058	\$856,098	\$0	\$0	\$41,519,900	\$1,745,648,659
Teller	\$68,787,380	\$207,380,170	\$85,889,790	\$4,857,450	\$1,791,980	\$1,812,230	\$113,876,070	\$0	\$32,084,700	\$804,750,460
Washington	\$198,799	\$10,879,476	\$4,084,255	\$883,462	\$40,905,392	\$1,294,701	\$0	\$14,504,009	\$48,352,800	\$121,834,584
Weld	\$45,121,730	\$1,512,057,680	\$807,190,570	\$787,611,590	\$182,774,260	\$18,832,840	\$0	\$5,004,338,010	\$688,091,260	\$9,196,137,880
Yuma	\$1,337,410	\$33,579,050	\$29,678,530	\$5,632,900	\$75,450,790	\$889,180	\$0	\$37,361,990	\$95,218,000	\$239,108,430
Grand Total	\$3,744,567,979	\$47,261,281,574	\$28,985,481,554	\$3,993,857,727	\$1,273,548,437	\$336,033,059	\$575,474,668	\$8,248,748,616	\$6,999,675,959	\$101,418,068,573

2017 ESTIMATED VALUES

(With Residential at 7.96 percent)

ADDENDUM D

COUNTY	VAC	RES	COM	IND	AGR	NAT	MIN	O&G	STA	TOTAL
Adams	\$210,790,950	\$3,256,040,500	\$2,163,511,670	\$292,435,990	\$34,032,170	\$5,022,680	\$0	\$67,938,309	\$585,911,998	\$6,615,684,356
Alamosa	\$13,978,993	\$54,782,814	\$57,293,030	\$1,252,905	\$22,389,588	\$196,500	\$0	\$0	\$25,667,909	\$175,562,838
Arapahoe	\$202,560,436	\$6,137,453,730	\$4,227,114,808	\$42,750,979	\$16,963,122	\$597,823	\$0	\$82,521,289	\$438,812,445	\$11,146,774,632
Archuleta	\$58,027,507	\$188,553,704	\$49,075,727	\$1,383,646	\$8,400,867	\$176,882	\$0	\$18,569,096	\$9,694,875	\$333,882,305
Baca	\$439,600	\$7,678,370	\$8,838,748	\$64,449	\$25,831,400	\$1,274,590	\$0	\$2,600,898	\$49,722,014	\$94,450,670
Bent	\$492,000	\$8,336,070	\$18,983,420	\$255,186	\$21,007,500	\$740,000	\$0	\$478,159	\$38,628,605	\$88,926,940
Boulder	\$224,254,656	\$4,786,175,196	\$2,827,732,338	\$741,178,335	\$19,407,153	\$1,595,092	\$42,498	\$7,310,903	\$204,972,378	\$8,812,668,550
Broomfield	\$42,320,640	\$742,254,715	\$542,813,311	\$74,547,579	\$556,880	\$10,700	\$0	\$3,504,891	\$81,454,254	\$1,687,462,971
Chaffee	\$65,451,890	\$234,938,580	\$97,390,880	\$10,656,570	\$5,565,300	\$4,500,250	\$0	\$0	\$28,112,717	\$446,617,187
Cheyenne	\$282,858	\$5,079,438	\$8,771,419	\$445,432	\$28,000,060	\$5,399,577	\$0	\$50,862,897	\$26,545,160	\$125,386,781
Clear Creek	\$20,800,500	\$119,630,000	\$28,137,248	\$245,348	\$132,070	\$8,758,902	\$271,084,980	\$0	\$22,731,791	\$471,520,839
Conejos	\$10,368,625	\$31,550,317	\$5,757,516	\$1,117,133	\$17,518,129	\$86,797	\$0	\$0	\$4,861,394	\$71,259,911
Costilla	\$75,003,919	\$15,900,368	\$5,591,717	\$1,438,388	\$13,228,447	\$391,769	\$0	\$0	\$8,193,856	\$119,748,464
Crowley	\$311,654	\$4,873,782	\$23,094,274	\$10,671	\$4,685,000	\$412,758	\$0	\$0	\$10,672,242	\$44,060,391
Custer	\$24,091,960	\$59,216,720	\$7,856,657	\$230,076	\$6,378,630	\$670,350	\$0	\$0	\$6,024,058	\$104,468,451
Delta	\$22,567,500	\$155,064,750	\$54,377,782	\$6,388,520	\$25,652,300	\$14,478,475	\$0	\$2,527,487	\$40,924,784	\$321,981,597
Denver	\$255,970,000	\$7,894,900,000	\$8,730,931,001	\$302,993,582	\$86,200	\$0	\$0	\$0	\$948,151,153	\$18,133,031,935
Dolores	\$5,465,503	\$12,784,905	\$4,163,184	\$216,361	\$4,480,432	\$611,936	\$0	\$116,114,899	\$11,786,702	\$155,623,922
Douglas	\$307,678,720	\$4,041,258,360	\$1,927,046,123	\$162,288,054	\$16,390,020	\$338,326	\$0	\$0	\$253,735,041	\$6,708,734,654
Eagle	\$153,860,636	\$2,382,791,658	\$810,605,094	\$10,546,087	\$8,251,135	\$878,014	\$0	\$0	\$97,063,904	\$3,463,996,529
El Paso	\$373,814,310	\$4,526,701,150	\$2,581,493,735	\$245,488,968	\$14,649,700	\$5,339,885	\$0	\$0	\$350,496,226	\$8,097,983,976
Elbert	\$15,275,000	\$262,750,000	\$24,743,405	\$1,381,338	\$21,400,000	\$1,275,000	\$0	\$3,155,765	\$40,559,237	\$370,539,745
Fremont	\$44,300,600	\$220,000,000	\$79,359,646	\$49,480,266	\$8,500,000	\$6,814,374	\$0	\$1,529,098	\$54,241,860	\$464,225,245
Garfield	\$102,615,170	\$358,076,300	\$320,696,482	\$11,374,327	\$16,330,130	\$2,779,868	\$622,000	\$1,283,941,044	\$110,608,713	\$2,417,044,034
Gilpin	\$39,728,573	\$67,814,838	\$274,033,523	\$166,900	\$329,195	\$9,338,130	\$0	\$0	\$1,753,237	\$403,164,797
Grand	\$101,686,180	\$404,089,480	\$85,374,370	\$60,610,040	\$9,061,090	\$442,840	\$11,473,050	\$0	\$45,907,100	\$718,644,150
Gunnison	\$107,590,000	\$358,926,000	\$93,287,000	\$2,932,000	\$9,803,000	\$55,719,000	\$115,600	\$11,080,809	\$13,918,699	\$663,352,106
Hinsdale	\$20,142,590	\$31,366,730	\$10,272,470	\$76,155	\$636,980	\$480,720	\$103,795	\$0	\$892,495	\$83,971,935
Huerfano	\$17,620,154	\$39,333,200	\$15,238,806	\$652,687	\$8,540,396	\$481,212	\$0	\$6,969,469	\$38,794,744	\$127,630,668
Jackson	\$1,846,665	\$10,945,801	\$4,201,817	\$2,019,359	\$12,318,064	\$212,609	\$0	\$13,313,501	\$3,476,126	\$48,334,941
Jefferson	\$232,241,638	\$6,320,486,075	\$2,836,160,380	\$270,304,212	\$11,449,750	\$601,105	\$361,588	\$0	\$357,521,961	\$10,029,126,710
Kiowa	\$87,000	\$2,420,000	\$5,225,000	\$0	\$20,543,000	\$1,305,000	\$0	\$6,174,096	\$3,539,698	\$39,293,794
Kit Carson	\$982,800	\$25,279,500	\$27,468,186	\$1,188,985	\$52,310,000	\$1,073,000	\$0	\$598,833	\$50,053,365	\$158,953,869
La Plata	\$146,979,326	\$665,487,186	\$394,223,844	\$22,419,644	\$18,803,664	\$10,234,357	\$0	\$587,312,514	\$82,024,153	\$1,927,484,687
Lake	\$17,256,200	\$55,007,600	\$11,487,477	\$663,955	\$246,601	\$1,368,313	\$98,107,224	\$0	\$18,640,837	\$202,788,208
Larimer	\$216,298,800	\$3,408,433,000	\$1,650,621,000	\$398,719,570	\$27,083,844	\$5,106,247	\$0	\$6,973,364	\$134,007,738	\$5,847,204,563
Las Animas	\$12,324,746	\$57,617,348	\$31,987,220	\$2,728,321	\$22,545,388	\$8,585,141	\$0	\$107,173,117	\$101,225,042	\$344,150,333
Lincoln	\$1,339,423	\$12,347,558	\$14,525,608	\$217,592	\$26,515,979	\$1,661,897	\$0	\$42,275,202	\$74,991,622	\$173,874,881
Logan	\$2,617,250	\$73,330,350	\$45,891,280	\$25,487,347	\$65,369,848	\$397,950	\$0	\$7,351,837	\$120,850,724	\$341,296,586
Mesa	\$71,903,270	\$933,567,280	\$515,486,328	\$107,479,016	\$35,957,830	\$3,482,484	\$0	\$144,336,717	\$141,889,298	\$1,954,102,202
Mineral	\$9,194,353	\$19,806,102	\$9,276,614	\$109,440	\$1,435,767	\$323,178	\$0	\$0	\$1,659,742	\$41,805,196
Moffat	\$9,274,950	\$54,235,860	\$38,915,519	\$1,427,930	\$8,724,771	\$38,467,293	\$149,569	\$50,494,247	\$214,427,666	\$418,117,805
Montezuma	\$19,369,080	\$107,186,880	\$74,022,069	\$17,017,110	\$35,738,090	\$915,500	\$0	\$377,094,708	\$51,863,508	\$683,216,955
Montrose	\$32,007,326	\$254,103,710	\$143,372,190	\$27,301,372	\$31,118,437	\$4,162,182	\$174,400	\$0	\$61,888,992	\$554,128,610
Morgan	\$5,710,070	\$114,384,200	\$66,426,057	\$67,027,326	\$49,462,580	\$112,324	\$0	\$10,019,916	\$233,436,728	\$546,579,202
Otero	\$1,388,803	\$42,100,840	\$29,595,228	\$4,893,997	\$28,228,397	\$196,583	\$0	\$0	\$51,498,146	\$157,902,004
Ouray	\$30,492,840	\$89,076,750	\$28,699,822	\$1,449,166	\$5,504,290	\$6,777,332	\$0	\$0	\$7,218,137	\$169,218,338
Park	\$122,459,690	\$256,574,860	\$33,931,460	\$901,770	\$8,819,370	\$4,559,140	\$104,740	\$0	\$28,177,504	\$455,528,514
Phillips	\$464,670	\$18,731,230	\$20,992,040	\$300,479	\$46,471,410	\$339,777	\$0	\$5,199,061	\$6,852,899	\$99,351,585
Pitkin	\$210,824,300	\$2,370,760,590	\$733,624,943	\$680,820	\$8,413,980	\$5,236,530	\$0	\$0	\$30,781,344	\$3,380,322,607
Prowers	\$632,619	\$26,032,314	\$24,583,771	\$3,670,301	\$47,121,854	\$1,589,648	\$0	\$1,225,465	\$39,396,161	\$144,262,133
Pueblo	\$51,080,000	\$666,000,000	\$309,411,626	\$232,487,982	\$19,000,800	\$3,054,466	\$0	\$0	\$530,303,019	\$1,811,257,093
Rio Blanco	\$5,278,550	\$40,649,010	\$24,122,892	\$291,057,199	\$15,790,530	\$37,529,641	\$0	\$424,524,758	\$96,843,175	\$935,985,755
Rio Grande	\$21,635,598	\$73,338,569	\$45,265,452	\$2,755,537	\$28,880,196	\$284,700	\$0	\$0	\$19,826,483	\$192,086,536
Routt	\$109,600,080	\$631,400,000	\$267,937,700	\$7,378,500	\$18,150,000	\$27,706,900	\$0	\$3,066,060	\$118,608,002	\$1,183,849,162
Saguache	\$10,653,244	\$23,821,465	\$6,746,286	\$767,726	\$17,354,676	\$1,259,765	\$0	\$0	\$6,954,457	\$67,557,618
San Juan	\$12,767,123	\$11,517,167	\$10,411,633	\$431,581	\$11,723	\$9,084,741	\$0	\$0	\$3,086,807	\$47,310,775
San Miguel	\$185,562,060	\$522,368,090	\$115,599,630	\$3,358,360	\$8,425,070	\$3,303,570	\$0	\$11,085,675	\$24,100,867	\$873,803,322
Sedgwick	\$121,550	\$6,329,037	\$3,984,770	\$220,370	\$25,224,777	\$103,940	\$0	\$199,976	\$28,017,545	\$64,201,965
Summit	\$164,722,110	\$1,365,123,900	\$406,886,707	\$45,157,339	\$1,726,623	\$856,086	\$0	\$0	\$42,765,188	\$2,027,337,962
Teller	\$62,048,729	\$227,609,735	\$85,610,228	\$4,078,625	\$1,577,290	\$1,769,085	\$112,153,711	\$0	\$22,757,541	\$517,804,944
Washington	\$200,000	\$12,728,886	\$4,112,158	\$615,375	\$44,995,900	\$1,295,000	\$0	\$15,751,162	\$50,833,075	\$130,531,855
Weld	\$92,411,140	\$1,935,842,130	\$916,243,930	\$857,501,113	\$206,200,727	\$18,990,040	\$0	\$5,419,698,065	\$832,333,936	\$10,279,221,082
Yuma	\$1,443,230	\$33,871,610	\$38,664,891	\$6,045,900	\$81,053,630	\$955,200	\$0	\$40,441,375	\$56,875,158	\$258,350,894

TOTALS \$4,380,591,257 \$57,087,047,508 \$34,058,411,141 \$4,630,471,400 \$1,401,781,800 \$331,695,105 \$494,493,155 \$8,933,394,751 \$7,209,666,238 \$118,327,552,445

PROJECTED RATES OF CHANGE

Red font = Percentage estimates provided by county or developed from consultation with county in April 2017

Green font = Statewide estimates by DPT.

ADDENDUM E

COUNTY	VAC	RES	COM	IND	AGR	NAT	MIN	O&G	STA	TOTAL
Adams	66.8%	33.3%	6.6%	3.6%	10.1%	-0.2%	0.0%	8.3%	3.0%	19.2%
Alamosa	2.1%	-0.4%	9.2%	2.2%	6.9%	0.4%	0.0%	0.0%	3.0%	4.2%
Arapahoe	13.5%	25.9%	20.1%	15.6%	3.8%	0.1%	0.0%	8.3%	3.0%	22.1%
Archuleta	0.4%	21.1%	2.1%	10.2%	16.8%	1.6%	0.0%	8.3%	3.0%	12.5%
Baca	-7.8%	1.1%	4.8%	-8.4%	7.1%	0.2%	0.0%	8.3%	3.0%	4.1%
Bent	0.0%	7.0%	0.2%	0.7%	8.6%	-1.1%	0.0%	8.3%	3.0%	4.6%
Boulder	16.7%	23.3%	34.6%	49.0%	1.9%	15.4%	105.0%	8.3%	3.0%	27.7%
Broomfield	11.3%	21.8%	6.1%	12.3%	9.1%	25.6%	0.0%	8.3%	3.0%	13.7%
Chaffee	32.5%	18.5%	2.5%	-0.2%	-0.9%	6.9%	0.0%	0.0%	3.0%	14.4%
Cheyenne	-3.6%	1.4%	0.1%	0.0%	1.1%	2.5%	0.0%	8.3%	3.0%	4.3%
Clear Creek	5.0%	14.6%	0.2%	2.3%	0.0%	2.7%	-19.3%	0.0%	3.0%	-8.2%
Conejos	16.0%	0.1%	-1.1%	-1.6%	3.8%	-35.7%	0.0%	0.0%	3.0%	3.1%
Costilla	2.9%	5.0%	1.4%	4.0%	4.3%	-1.7%	0.0%	0.0%	3.0%	3.3%
Crowley	-2.1%	-21.6%	0.2%	0.0%	-7.7%	0.6%	0.0%	0.0%	3.0%	-3.1%
Custer	-0.9%	2.1%	1.0%	-10.7%	8.6%	3.8%	0.0%	0.0%	3.0%	1.7%
Delta	24.0%	6.6%	-9.9%	-16.2%	29.3%	-25.6%	0.0%	8.3%	3.0%	2.9%
Denver	37.0%	29.4%	20.8%	15.6%	-37.7%	0.0%	0.0%	0.0%	3.0%	23.4%
Dolores	-0.3%	2.5%	-3.4%	-0.5%	6.7%	-0.2%	0.0%	8.3%	3.0%	6.6%
Douglas	38.4%	17.6%	16.9%	23.7%	-11.1%	-8.5%	0.0%	0.0%	3.0%	17.6%
Eagle	15.6%	11.8%	24.2%	3.4%	-5.0%	-1.1%	-100.0%	0.0%	3.0%	14.2%
El Paso	37.0%	13.8%	22.6%	3.0%	3.3%	-11.3%	0.0%	0.0%	3.0%	16.4%
Elbert	8.9%	30.5%	2.8%	2.9%	8.1%	1.6%	0.0%	8.3%	3.0%	21.8%
Fremont	2.0%	13.7%	-0.6%	2.6%	6.6%	0.3%	0.0%	8.3%	3.0%	7.0%
Garfield	11.4%	15.5%	3.8%	1.8%	12.6%	2.3%	3.4%	8.3%	3.0%	9.1%
Gilpin	-3.6%	14.8%	14.9%	13.8%	3.0%	0.0%	0.0%	0.0%	3.0%	12.6%
Grand	11.0%	12.6%	0.7%	0.0%	3.5%	7.8%	0.0%	0.0%	3.0%	8.7%
Gunnison	12.0%	15.0%	0.0%	0.0%	0.1%	1.1%	0.0%	8.3%	3.0%	10.2%
Hinsdale	-1.0%	-1.5%	0.3%	0.1%	0.0%	0.0%	74.6%	0.0%	3.0%	-0.9%
Huerfano	14.8%	-4.1%	-1.7%	32.8%	7.7%	0.0%	0.0%	8.3%	3.0%	2.2%
Jackson	0.0%	8.0%	0.4%	2.6%	3.0%	0.0%	0.0%	8.3%	3.0%	5.1%
Jefferson	17.7%	22.8%	22.9%	3.9%	8.0%	-10.0%	0.0%	0.0%	3.0%	21.3%
Kiowa	-25.1%	5.0%	-5.9%	0.0%	3.9%	2.6%	0.0%	8.3%	3.0%	3.0%
Kit Carson	34.8%	3.1%	-31.6%	1.4%	20.3%	0.0%	0.0%	8.3%	3.0%	-0.8%
La Plata	5.0%	5.0%	4.9%	4.0%	35.0%	-2.2%	0.0%	8.3%	3.0%	6.1%
Lake	-8.0%	12.0%	7.4%	0.1%	0.0%	0.1%	-12.4%	0.0%	3.0%	-3.9%
Larimer	19.2%	22.2%	10.0%	-5.0%	10.4%	-5.9%	0.0%	8.3%	3.0%	15.6%
Las Animas	-0.3%	-0.1%	0.9%	0.0%	12.7%	-0.1%	0.0%	8.3%	3.0%	4.2%
Lincoln	0.0%	6.7%	0.0%	1.0%	11.0%	-0.1%	0.0%	8.3%	3.0%	5.3%
Logan	9.6%	11.9%	5.0%	3.8%	6.6%	-1.2%	0.0%	8.3%	3.0%	6.0%
Mesa	-12.0%	10.0%	1.0%	9.8%	7.7%	4.0%	-100.0%	8.3%	3.0%	5.8%
Mineral	-0.1%	0.0%	1.3%	1.3%	3.0%	0.0%	0.0%	0.0%	3.0%	0.5%
Moffat	-0.6%	0.0%	-0.1%	-6.8%	0.5%	0.0%	0.0%	8.3%	3.0%	2.4%
Montezuma	0.0%	-14.6%	9.4%	12.7%	101.3%	-0.1%	0.0%	8.3%	3.0%	60%
Montrose	8.5%	13.0%	-0.5%	1.5%	13.0%	1.6%	0.0%	0.0%	3.0%	7.1%
Morgan	12.0%	14.6%	3.5%	4.0%	-3.7%	0.1%	0.0%	8.3%	3.0%	4.9%
Otero	-2.0%	0.7%	7.4%	20.1%	14.1%	-8.3%	0.0%	0.0%	3.0%	5.4%
Ouray	-10.5%	9.3%	13.9%	209.3%	23.8%	39.6%	0.0%	0.0%	3.0%	7.4%
Park	4.8%	15.7%	9.7%	14.0%	2.3%	14.3%	-6.8%	0.0%	3.0%	11.6%
Phillips	10.7%	9.3%	11.1%	32.6%	16.3%	-4.7%	0.0%	8.3%	3.0%	12.3%
Pitkin	4.6%	15.8%	11.9%	-5.0%	16.2%	44.6%	0.0%	0.0%	3.0%	14.1%
Prowers	0.0%	7.0%	1.7%	2.6%	35.0%	-7.2%	0.0%	8.3%	3.0%	12.1%
Pueblo	0.8%	11.0%	1.1%	2.7%	2.8%	1.7%	0.0%	0.0%	3.0%	5.3%
Rio Blanco	2.0%	1.0%	-1.0%	3.9%	3.5%	1.6%	0.0%	8.3%	3.0%	5.4%
Rio Grande	-6.3%	9.7%	2.1%	22.7%	14.1%	3.7%	0.0%	0.0%	3.0%	5.9%
Routt	11.1%	10.8%	17.9%	26.8%	-28.2%	-16.1%	0.0%	8.3%	3.0%	9.8%
Saguache	-4.3%	-3.1%	-2.9%	-1.0%	4.0%	2.4%	0.0%	0.0%	3.0%	-0.8%
San Juan	11.6%	6.6%	24.2%	-20.3%	12.0%	4.9%	0.0%	0.0%	3.0%	10.5%
San Miguel	10.0%	10.5%	9.5%	12.9%	1.6%	-0.4%	0.0%	8.3%	3.0%	9.9%
Sedgwick	1.0%	10.9%	2.0%	0.8%	7.4%	-2.5%	0.0%	8.3%	3.0%	5.4%
Summit	18.2%	18.0%	12.3%	2.9%	9.0%	0.0%	0.0%	0.0%	3.0%	16.1%
Teller	-8.0%	9.8%	0.0%	0.5%	-12.0%	-2.4%	-1.5%	0.0%	3.0%	2.5%
Washington	0.6%	17.0%	1.1%	3.7%	10.0%	0.0%	0.0%	8.3%	3.0%	7.1%
Weld	41.9%	28.0%	13.5%	7.5%	12.8%	2.4%	0.0%	8.3%	3.0%	11.8%
Yuma	7.9%	0.9%	30.3%	7.3%	7.4%	9.9%	0.0%	8.3%	3.0%	8.5%
WEIGHTED AVERAGE	17.0%	20.8%	17.5%	10.9%	10.1%	-1.3%	-14.1%	8.3%	3.0%	16.7%

**PUEBLO CITY-COUNTY
LIBRARY**
Ideas • Imagination • Information

100 E. Abriendo Ave.
Pueblo, CO 81004
(719) 562-5600
www.pueblolibrary.org

Pueblo City-County Library District

2017 Budget & Annual Plan





Insurance Broker Services—Update

April 18, 2017

EMPLOYEE BENEFITS

CURRENT CONTRACT: HUB International

TERM: 6/1/14 through 5/31/17 (3 years)

COST: \$14,000 for EE Benefits (2.4% of annual EE benefits spend of **\$600,272.76**) and

NEXT RENEWAL: 1/1/18

PREVIOUS CONTRACTS

Wells Fargo, 2012-14—\$11,000 annually

HUB, 2011-12—\$18,000 annually

BUSINESS INSURANCE

CURRENT CONTRACT: HUB International

TERM: 6/1/14 through 5/31/17 (3 years)

COST: \$7,000 for Bus Ins (7.4% of annual Bus Ins spend of **\$94,558**)

NEXT RENEWAL: 1/1/18

PREVIOUS CONTRACTS

Wells Fargo, 2012-13—\$7,000 annually

CURRENT BID PROCESS:

- We are referencing CSD Pool's **Broker Best Practices**.
- We have invited brokers for each line of business to submit bids for consideration.
- We will accept proposals for stand-alone broker fees OR fees embedded within the premiums—3-5% is standard.
- All bids should be in by end of this week.
- We will choose lowest cost, best option for the district.







100 E. Abriendo Avenue
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(719) 562-5610 Fax

www.pueblolibrary.org

Rawlings Library

Barkman Library

Giodone Library

Greenhorn Valley Library

Lamb Library

Library @ the Y

Lucero Library

Pueblo West Library

Community Satellites

Avondale Elementary

Washburn School

Colorado State University-Pueblo Library

San Juan Community College Library

April 18, 2017

Honorable County Commissioners:

The Pueblo City-County Library District Board of Trustees respectfully requests that the Board of County Commissioners change Pueblo County's ordinances to create a sensitive-use buffer between future marijuana businesses and public libraries.

Such buffer zones are common in other communities recently adopting public policy to manage marijuana use. This is in consideration of the heavy use of public libraries, much like schools (which already are included in Pueblo County's marijuana ordinance as sensitive use areas), by children, teens, and families in support of lifelong learning, literacy, and education. Public library service to this demographic group generally is incongruent with marijuana use. Good public policy dictates this buffer zone.

The library district's request for this buffer zone is not a statement of general opposition to the marijuana industry but only for prudent public policy to ensure that our community is well served in all respects.

Sincerely,

Donna Pickman

President

Board of Trustees

Pueblo City-County Library District

donna.pickman@pueblolibrary.org

719-562-5633

PUEBLO CITY-COUNTY LIBRARY DISTRICT
EXECUTIVE SESSION

DATE: April 18, 2017

PURPOSE: Receive Legal Advice

CITATION:

- ☐ Purchase, sale, lease of any real or personal property (24-6-402(4)(a)).
- ☒ Legal advice (24-6-402(4)(b)).
- ☐ Matter that is required to be kept confidential by law (24-6-402(4)(c)).
 - ☐ Personnel Files (24-72-204(3)(a)(II)).
 - ☐ Letters of Reference (24-72-204(3)(a)(III)).
 - ☐ Library and museum contributions if restrictions are placed on them by the contributor (24-72-204(3)(a)(V)).
 - ☐ Library records disclosing the identity of a Library user (24-72-204(3)(a)(VII)).
 - ☐ Address/phone number/personal financial information of past or present users of public facility unless requested by law enforcement (24-72-204(3)(a)(IX)).
 - ☐ Records regarding sexual harassment complaint or investigation to anybody other than a person of interest (24-72-204(3)(a)(X)).
 - ☐ Other _____

In lieu of written minutes, the session was digitally recorded, and the recording will be retained by the secretary of the Board for a period of 90 days after which time it will be destroyed.

Chairman of the Board

Date

For attorney-Client Communication ONLY, complete the following:

The portion of the Executive Session that was not recorded constitutes a privileged attorney-client communication.

Theresa Scavron
Attorney

April 18, 2017
Date

The portion of the Executive Session that was not recorded was confined to the topic authorized for discussion in an executive session pursuant to Section 24-6-402(4) C.R.S.

Dennis Kikunay
Chairman of the Board

4-18-17
Date