

# **Weld County Justice Center** ***Gensler - Facilities Master Plan —*** ***Key Findings***

DATE

October 30, 2023



Weld County

# Facilities Master Plan Key Findings

OCTOBER 30, 2023

# Today's Engagement

## Purpose

Over the last several months, numerous engagements were held in an effort to collect multiple points of data on current conditions across Weld County - from facilities at the macro level, all the way down to the employees at the micro level.

Today will be spent unpacking what was learned from these efforts, and laying the groundwork for key areas of opportunity in the future.

## Agenda

### WELCOME

### INTRODUCTION

### KEY FINDINGS

- 01** Location
- 02** Employees
- 03** Customers
- 04** Low-Voltage
- 05** Facility Conditions
- 06** Sustainability

### NEXT STEPS

WELCOME

# Project Team

**LEADERSHIP TEAM**  
Gensler



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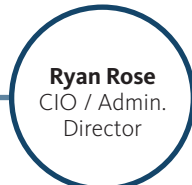
**WELD COUNTY TEAM**



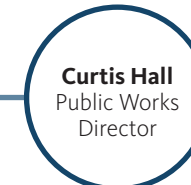
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Director



**Cheryl Pattelli**  
CFO

# Project Process & Methodology

TODAY



JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB
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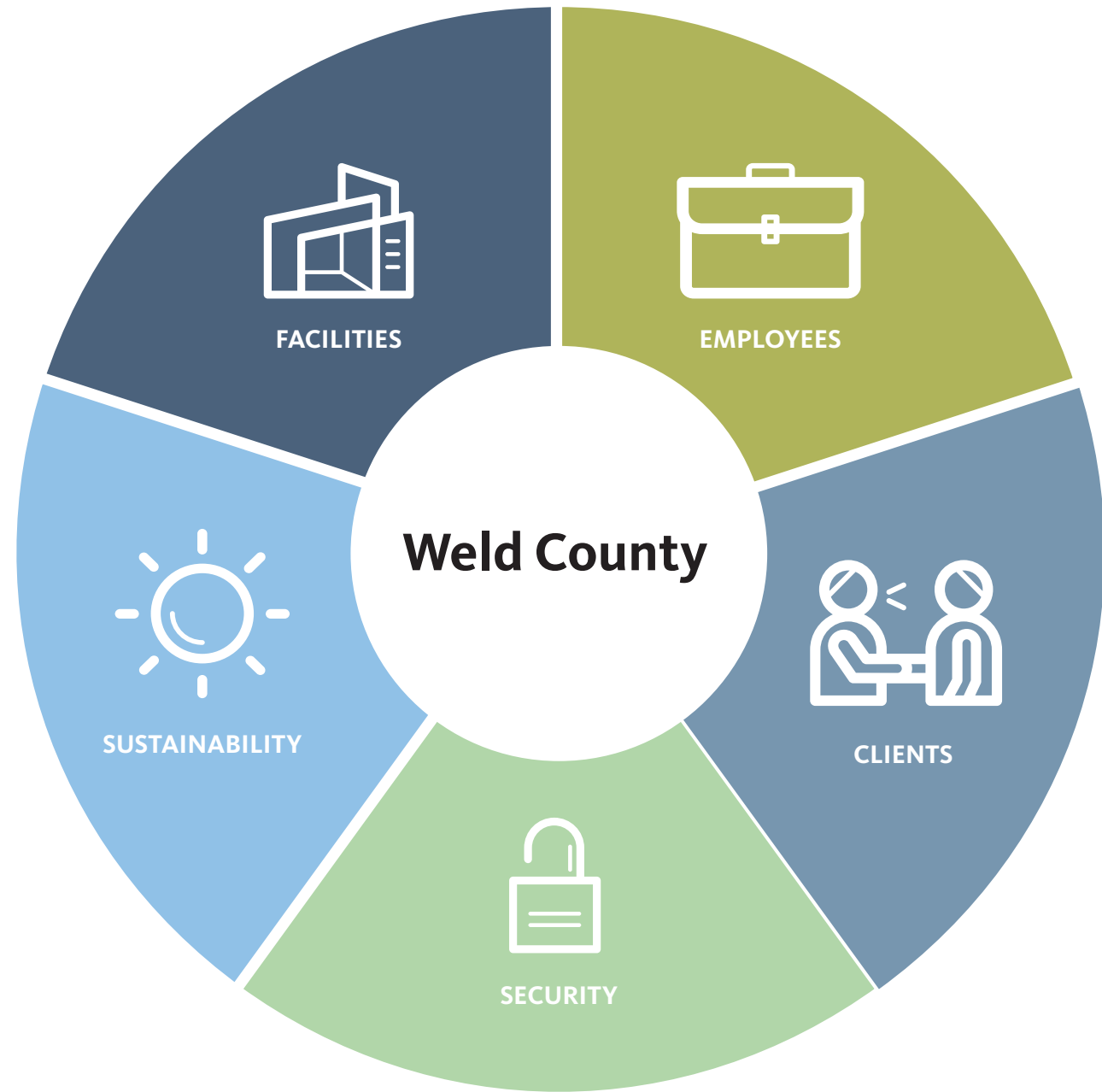
Project Start-Up	Data Collection	Analysis + Findings	Options Development	Final Documentation
Team Organization	Background Material Collection	Demographic Analysis	Develop Design Solutions	Implementation Guide
Kick-Off Meeting	Workplace Performance Survey	Future Space Requirements	Low-Voltage Recommendations	Financial Analysis
Visioning Workshop	Department Questionnaires	Demand & Supply Gap Analysis	Workplace Guidelines Development	Construction Cost Estimates
	Department Interviews	Facility Conditions Reports	Financial Analysis Development	Draft Facilities Master Plan Report
	Department Site Tours & Observations	Low-Voltage Assessments	Options Development Workshop	Final Facilities Master Plan Report
	Facility Site Assessments	Sustainability Opportunities		Final Workplace Guidelines
	Low-Voltage Assessments	<b>Key Findings Workshop</b>		

# Introduction

## Guiding Principles

Guiding principles serve as the foundation of the Facilities Master Plan. They will be revisited throughout the process to ensure that the core values and long-term objectives of the County are being met.

This approach ensures that the options, decisions, and recommendations foster a vision that is aligned with the aspirations of both the County and its residents.



## Guiding Principle : Facilities



**FACILITIES**

**Create infrastructure that is future-ready, ensuring it can support the evolving needs of the Weld County community for decades to come.**

### BENEFITS

- Up-to-date infrastructure ensures the delivery of improved and efficient services, enhancing the overall experience and interaction between resident and County employee.
- Future-ready infrastructure supports the growth of the County by accommodating increased population and economic development.
- Investing in infrastructure that can stand the test of time means reduced long-term maintenance and repair costs for the County.
- Future-ready infrastructure supports long-term planning, ensuring that Weld County remains prepared for evolving needs and challenges.

*Source: Weld County Facility Master Plan Visioning Session*

## Guiding Principles : Employees



**EMPLOYEES**

**Empower the Weld County workforce to deliver outstanding public service and drive positive change for residents.**

### **BENEFITS**

- A positive workplace experience can boost employee morale, motivation, and overall job satisfaction.
- Counties that prioritize workplace experience gain a competitive edge in attracting and retaining the best talent.
- A positive workplace experience makes the County more attractive to top talent, facilitating the recruitment of skilled professionals.
- A well-designed workplace optimizes resource allocation, reduces waste, and lowers operational costs.

*Source: Weld County Facility Master Plan Visioning Session*

## Guiding Principles : Clients



**CLIENTS**

**Enhance the accessibility and efficiency of high-quality services that are provided to County residents, businesses, and visitors.**

### **BENEFITS**

- Improving accessibility ensures that services are available to all residents, promoting equity and inclusivity in the community.
- Streamlined processes and improved access to services save residents and businesses time, while also reducing the County’s in-person interactions.
- An efficient and accessible service delivery system can better withstand disruptions, helping to provide uninterrupted essential services during emergencies or crises.

*Source: Weld County Facility Master Plan Visioning Session*

## Guiding Principles : Security



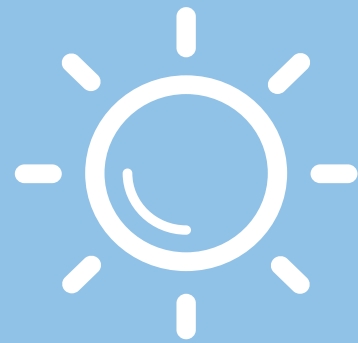
**Prioritize comprehensive security measures to safeguard County facilities, employees, and sensitive information.**

### **BENEFITS**

- Providing a secure work environment fosters morale and productivity for the county workforce.
- Comprehensive security measures safeguard public assets and infrastructure.
- Protecting sensitive information safeguards the privacy and confidentiality of residents, maintaining public trust in the county's operations.
- Security measures help ensure that essential services can continue in challenging circumstances by preventing potential disruptions.

*Source: Weld County Facility Master Plan Visioning Session*

## Guiding Principles : Sustainability



**SUSTAINABILITY**

**Weld County is committed to responsible stewardship of resources, and integrating sustainable practices into their facilities and culture.**

### **BENEFITS**

- Sustainability encourages long-term thinking and planning.
- Sustainable initiatives often lead to significant cost savings over time.
- Sustainable practices, such as climate resilience and disaster preparedness, can reduce the county's vulnerability to climate change and extreme weather events.
- Sustainability practices help protect and preserve the county's natural resources, including clean air, water, and green spaces.

*Source: Weld County Facility Master Plan Visioning Session*

01

# Location Findings

## **KEY FINDING**

Today's top service-demand areas have access to county services, but this will need to evolve to meet future needs.

# Regional Context

## GREELEY

- 1 Main Campus**  
The main campus is located north of downtown Greeley and is home to most County departments.
- 2 Island Grove Campus**  
A versatile event space that houses the CSU Extension office and is the main Human Services hub.
- 3 Lincoln Park Campus**  
This downtown Greeley campus serves as the Judicial hub of the County, as well as the primary location for Child Welfare.

## DACONO

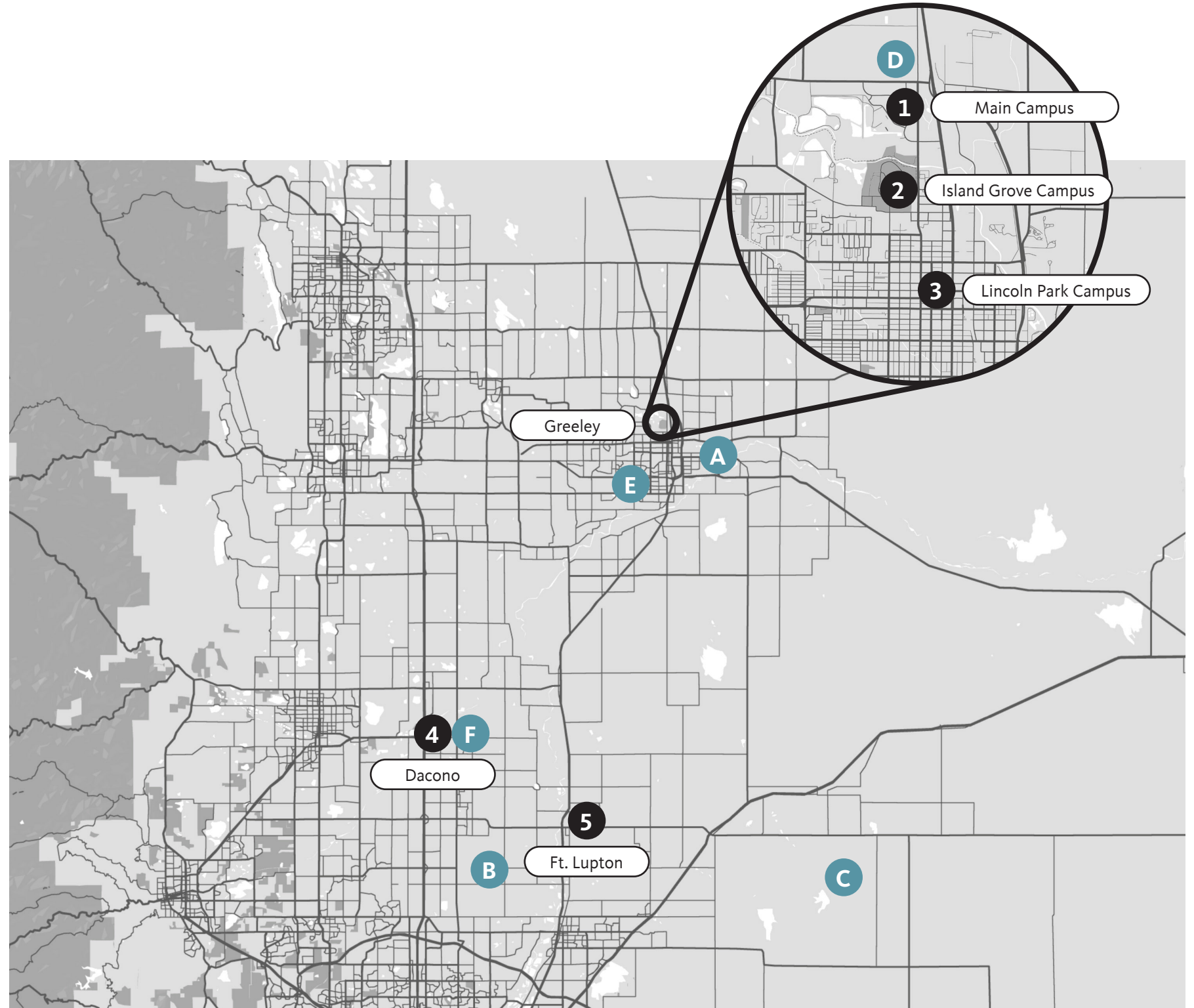
- 4 Southwest Service Center**  
The Southwest County Service Center houses Clerk and Recorder, Public Health, and the Sheriff.

## FT. LUPTON

- 5 Southeast Service Center**  
The Southeast Service Center houses Clerk and Recorder, Employment Services, and Human Services.

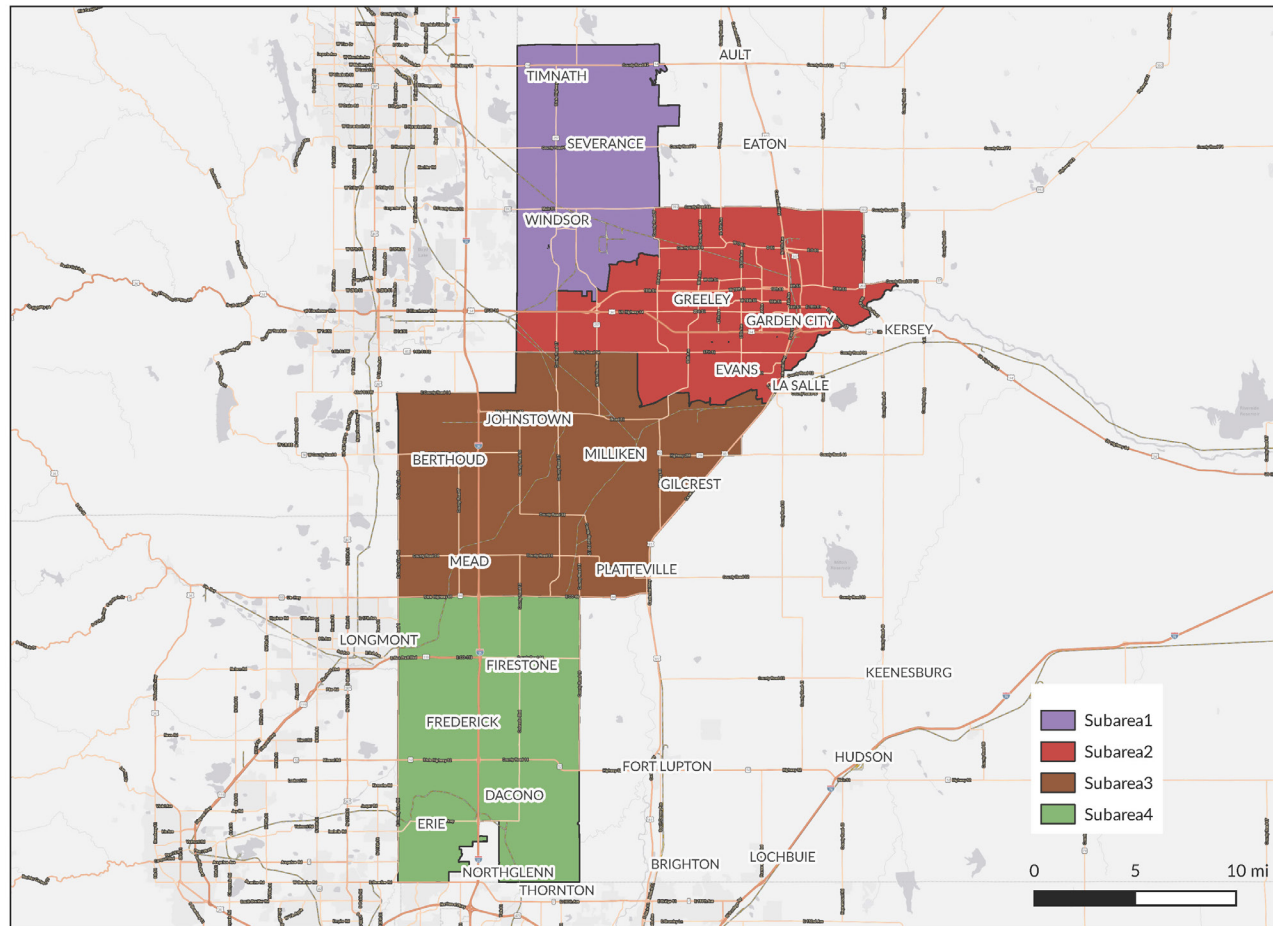
## COUNTY-OWNED LAND

- |   |                                       |
|---|---------------------------------------|
| <b>A</b> Fleet Services & Public Works Trucking | <b>D</b> North O Street Business Park |
| <b>B</b> Dacono Grader Shed                     | <b>E</b> 35th Tower                   |
| <b>C</b> Keenesburg Grader Shed                 | <b>F</b> Firestone Property           |

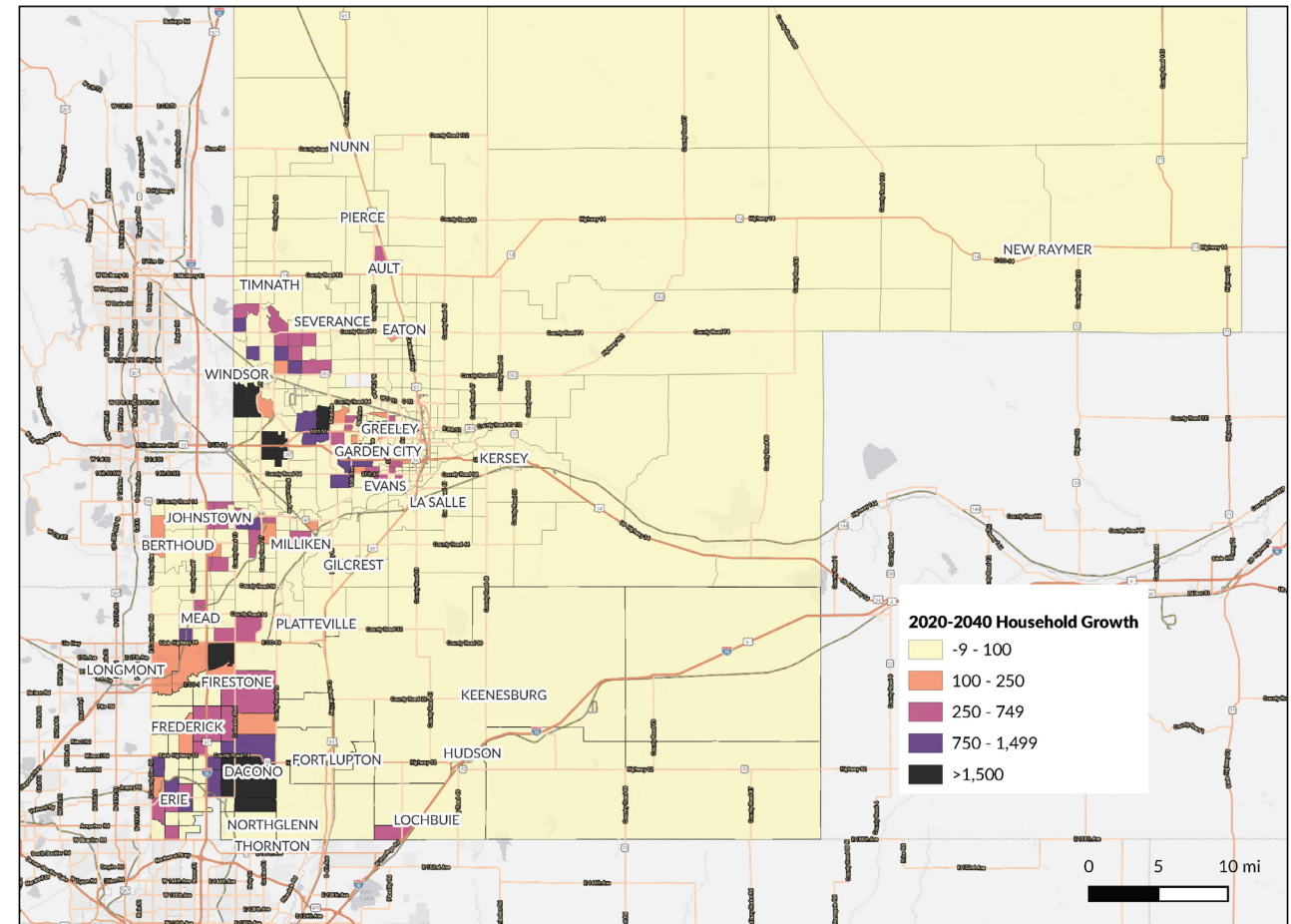


# Population Growth

The maps below show the fast-growing areas within Weld County. **Subarea 1 (Windsor/Severance/Timnath) is expected to experience the highest rate of population growth (98%)** over the 2020-2040 period, with Subarea 4 (Docono/Frederick/Firestone) closely behind (at 93%).



Socio-Economic Projection Subareas

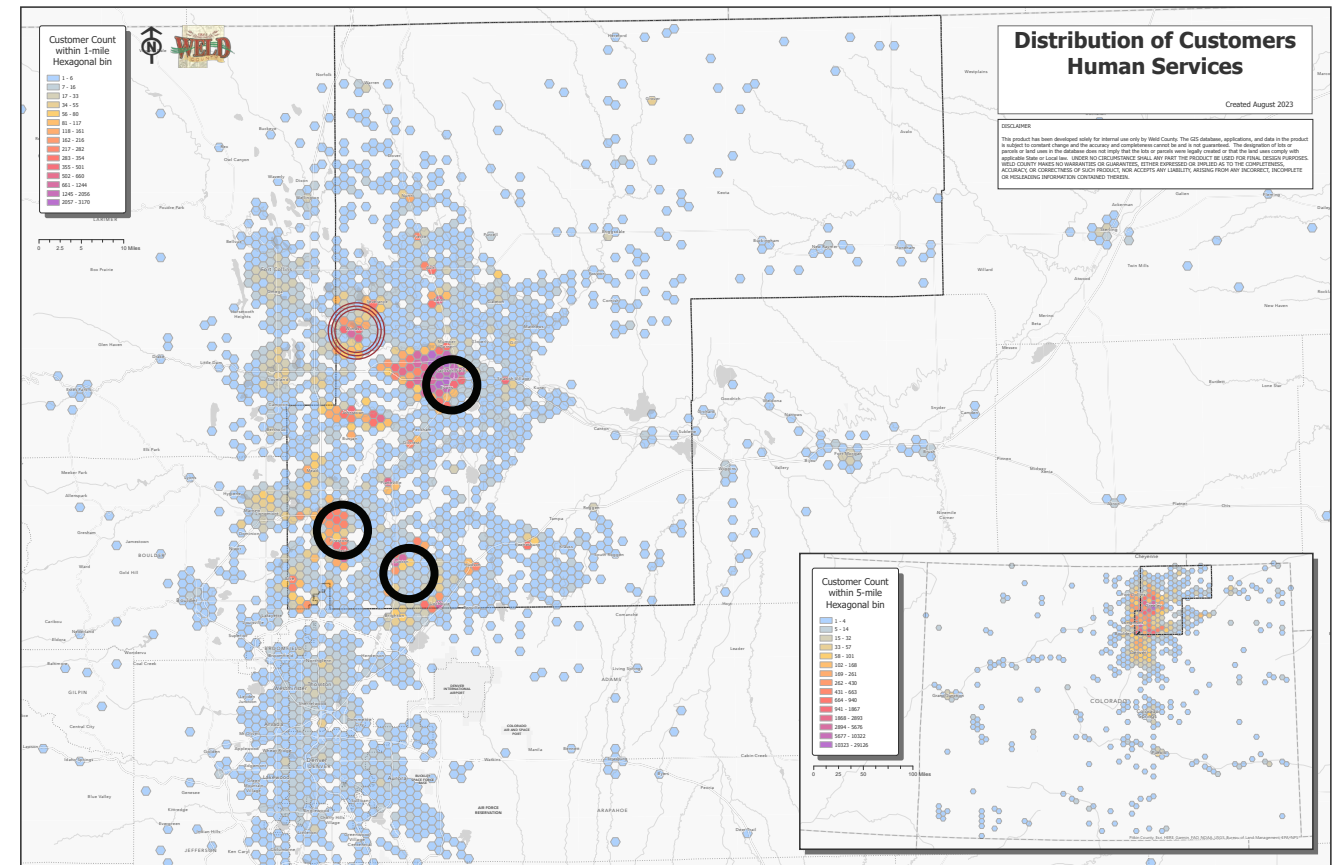
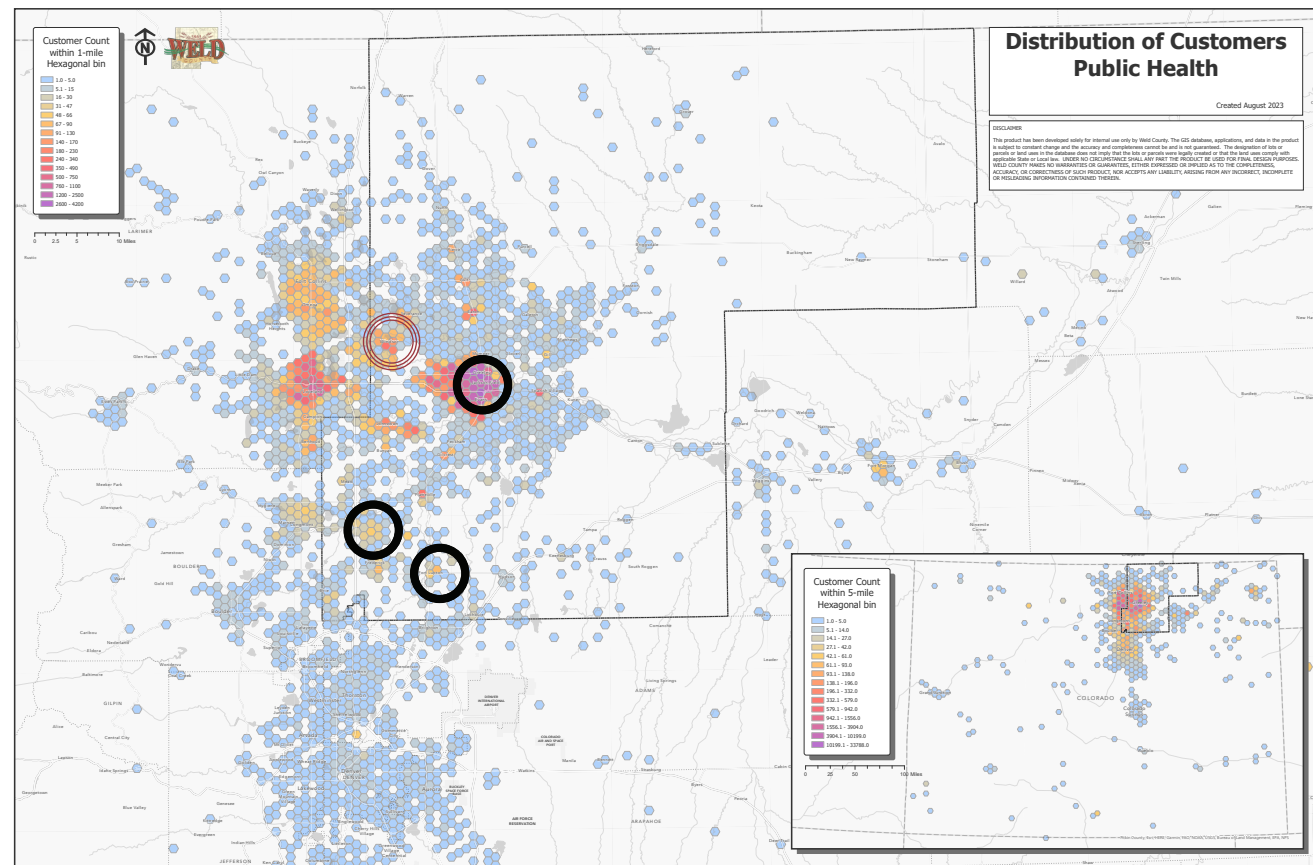


Projected Household Growth (2020-2040) by Traffic Analysis Zone

Source: North Front Range Metropolitan Planning Organization (NFRMPO) and Denver Regional Council of Governments (DRCOG)

# Service Locations

The heat maps below highlight where primary health & welfare customer bases are located across Weld County. The County's current service-providing presence aligns with top service-demand areas. However, **Windsor is an area of interest for expanding services** as the projected fastest growing area in the County.



- Indicates current County service-providing locations
- Indicates an area of interest for future service location(s)

Source: Weld County Customer Maps

02

# Employee Findings

## **KEY FINDING**

Weld County is one of the fastest growing counties, and space for their workforce will be a top priority for the future.

## Campus Planning

The County has historically **grown its real estate portfolio in a conservative manner, addressing departmental needs as they arise.** This has resulted in a collection of ad-hoc solutions that are disruptive to department functions and service delivery. This Facilities Master Plan will aid in planning for longer-term needs, helping to reduce financial commitments and departmental disruptions.

### Department moves in the past 5 years:

- Human Services
- Treasurer/Trustee
- Coroner
- Planning & Building
- Clerk & Recorder
- Oil & Gas
- Justice Services

### Upcoming Projects:

- HR Employee Medical Clinic
- Regional Communications
- Probation
- Facilities

**To this point the plan has been a shell game — employees constantly move around and receive a patchwork of solutions.**

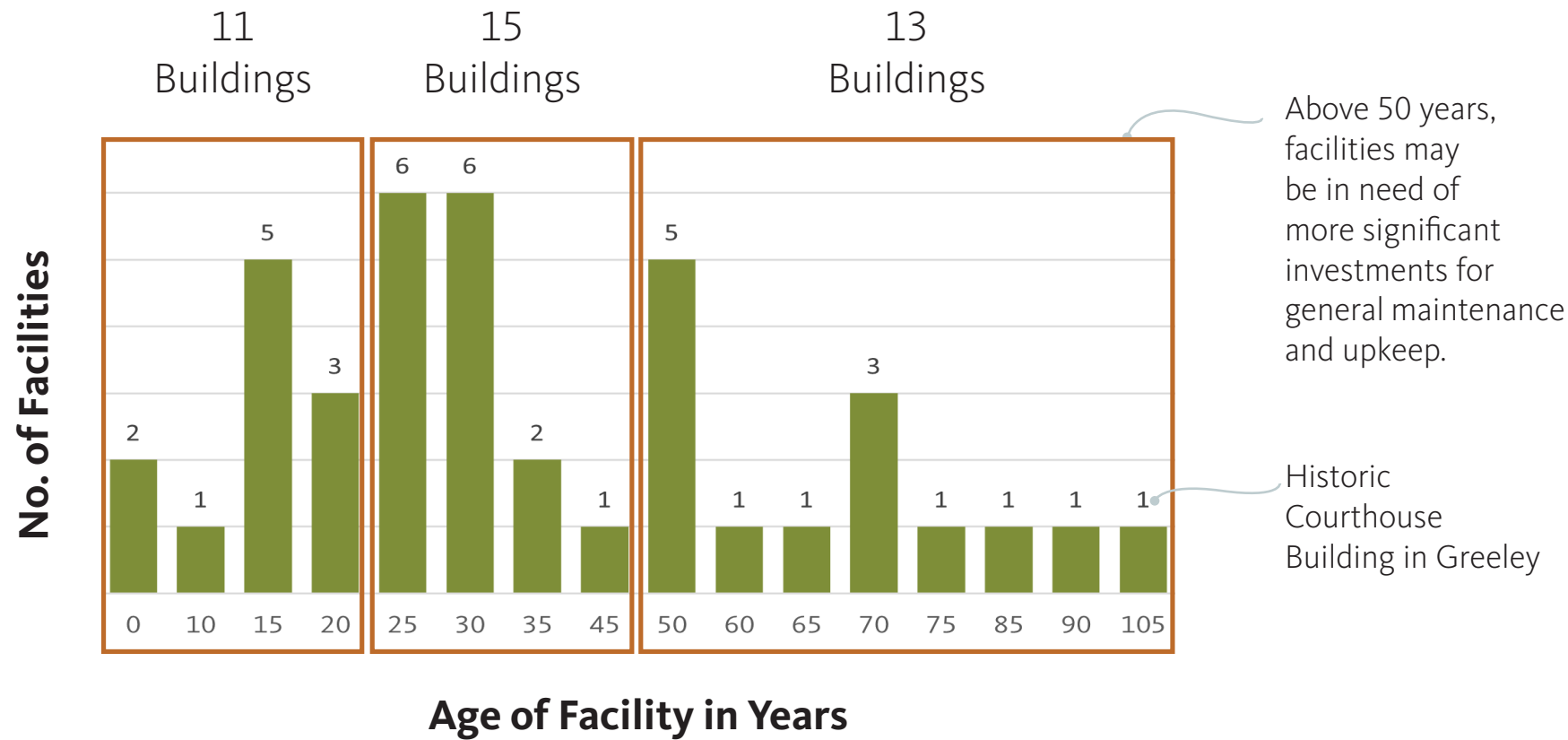
— IT Department

**We have been told to do more with less and we're tired of piecing things together across the campus.**

— Public Works Department

# Portfolio Age

On an average, **the age of the County's facilities is 38.25 years**. The improvements in accessibility and wayfinding that have evolved over the last 30+ years are needed in many of these facilities to bring them up to modern practices and standards.



Navigation experience in multi-department facilities is hard.



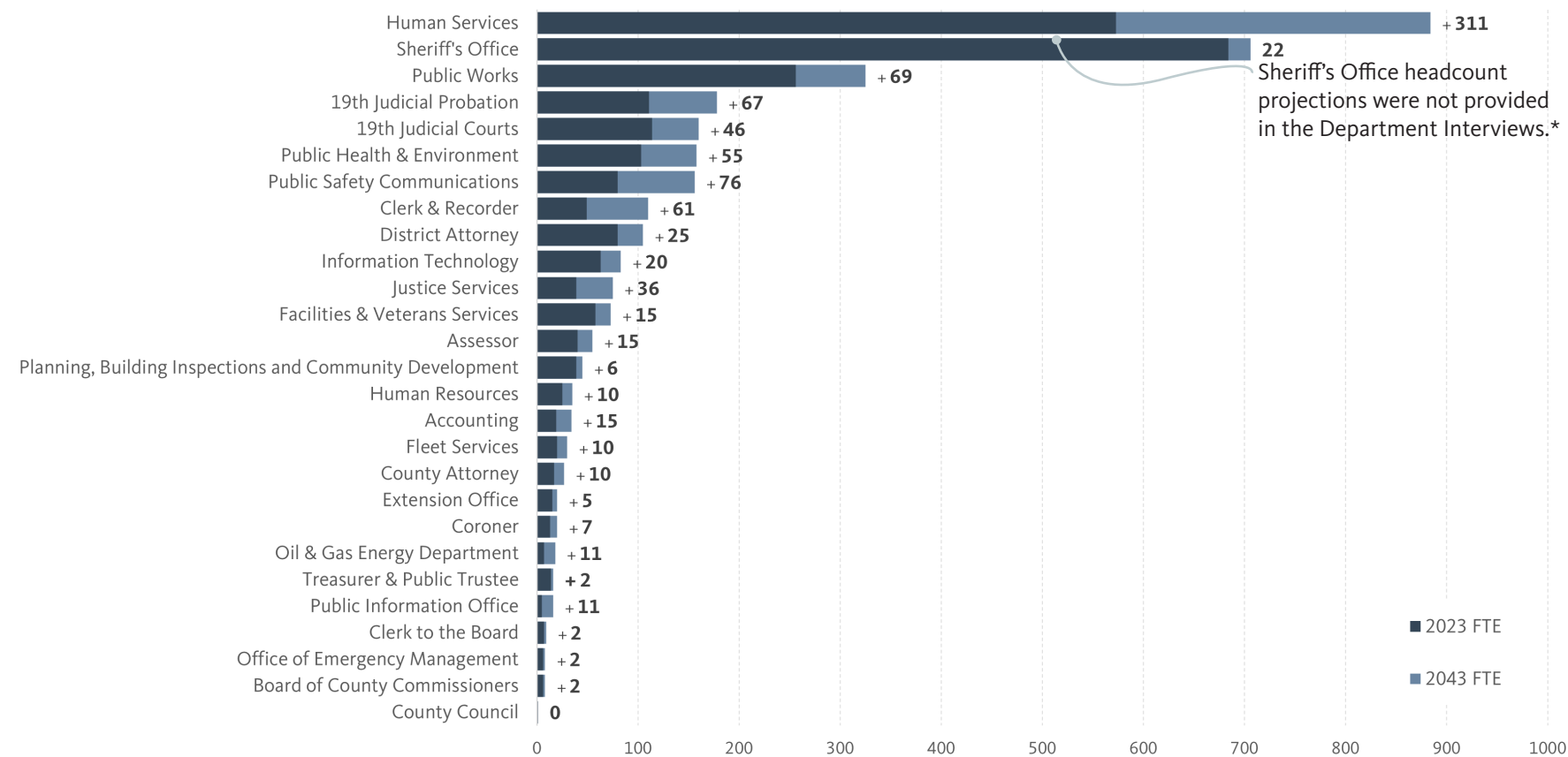
Doors need to be held open for wheelchair users.

Note: Only facilities with workplace functions are included.

# Exponential Growth

A majority of the County’s departments reported the expectation of scaling up of operations in the future to meet the growing demand . Using department-reported projections, the **County government will see a 37% increase in FTE workers by 2043.**

## 2043 Expected Growth: Department FTE Workers (Highest to Lowest)



## Highest Expected Departmental Growth\*

Department	FTE Increase	% Increase
1. Human Services	+ 311	54%
2. Public Safety Comm.	+ 76	95%
3. Public Works	+ 69	27%
4. 19th Judicial Probation	+ 67	60%
5. Clerk & Recorder	+ 61	124%

\*Note: The Sheriff's Department Questionnaires did not provide projected headcount for their department. However, Weld County Staffing Trends and Future Projection (provided by Gruen Gruen + Associates) projects that Public Safety will grow by 59.5% by 2043.

## Exponential Growth

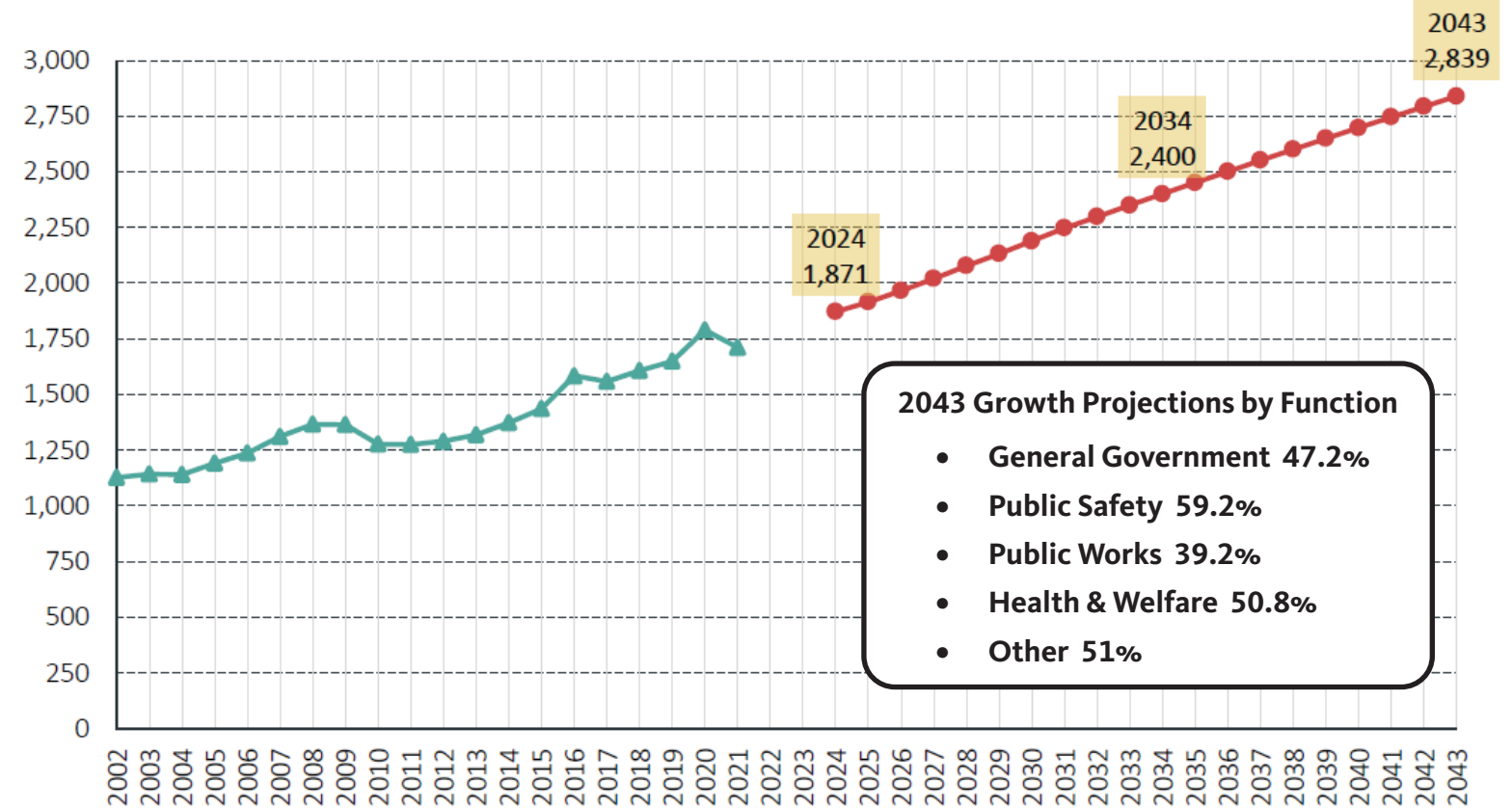
The demographic analysis that was performed, based on historical growth and budgetary reporting, projects a 970 FTE increase in County staffing levels over the next 20 years. Using these projections, **Weld County is expected to see a 51.8% increase in FTE workers by 2043.**

### Staffing Trends and Future Projection Highlights

- Weld County was one of the fastest growing counties in the country, with a 71% population increase over the last 20 years (2002-2021).
- The County workforce grew by 52% or approximately 580 FTE positions in the same period — Public Safety and Health & Welfare were the fastest growing functions, growing more than 80%.
- County staffing levels ranged from 4.5 FTE per 1000 service population to 5.2 FTE per 1000 in the early 2000's.
- Department-projected headcounts are as follows:
  - 2023: 2,444 FTE Workers
  - 2033: 3,165\* FTE Workers
  - 2043: 3,733\* FTE Workers

\* Undersheriff division growth was not provided and was assumed at 59.2\* for 20 years as per the GG+A report.

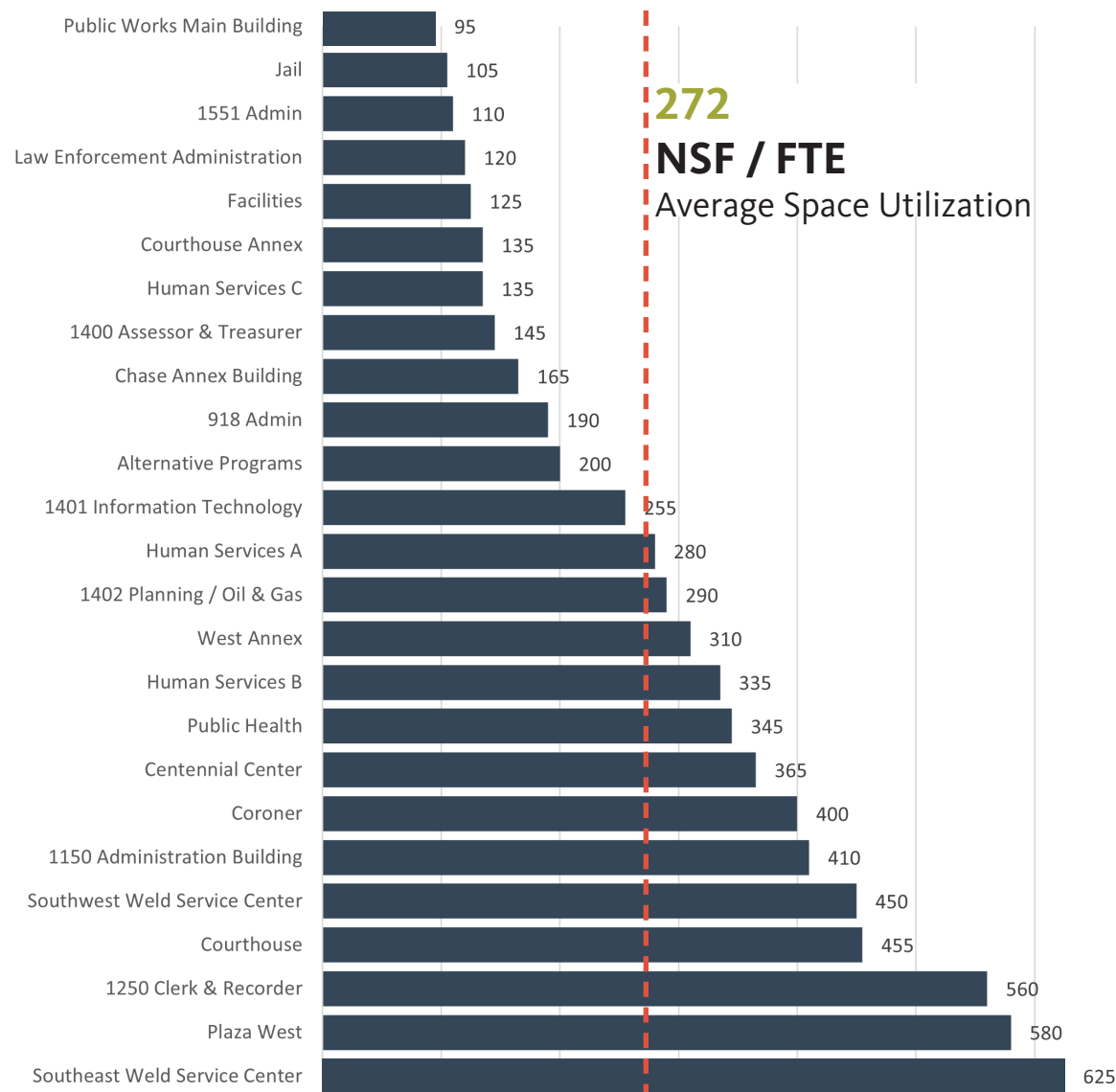
### Summary of Projected Overall Headcount Growth



Source: Weld County Staffing Trends and Future Projection, Gruen Gruen + Associates  
 Note: Baseline of 1871 FTE workers in 2024 is adopted from the 2023 County Budget that includes 1867.95 authorized FTE positions.

## Varied Utilization

Space utilization varies widely across Weld County facilities, ranging from **95 to 625** net square-feet (NSF) per FTE. The current average space utilization across the portfolio is **272 NSF / FTE**.



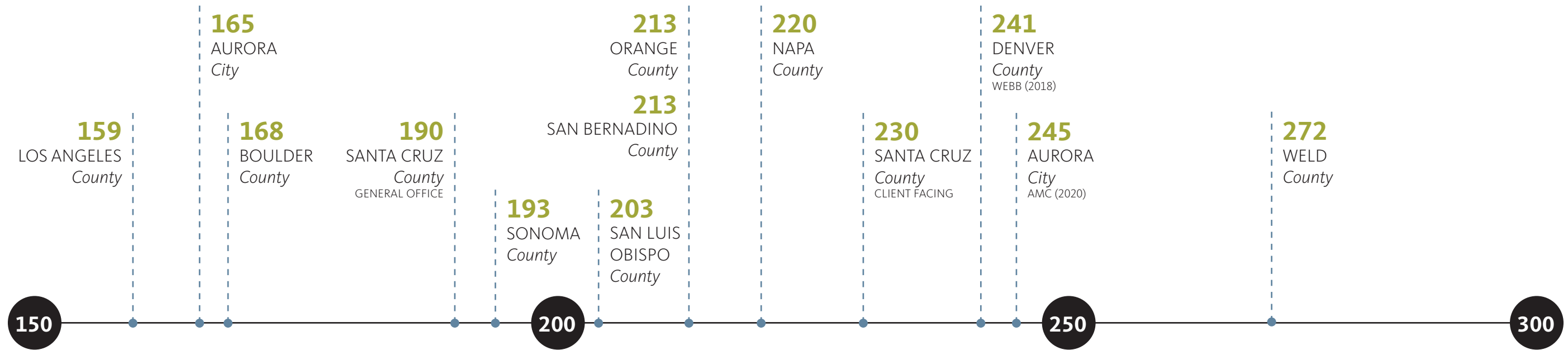
*NOTE: The NSF calculated is only related to workplace areas. Specialty spaces (e.g. shared training spaces, laboratory spaces, Shooting Range, Crime Lab, Motor Pool etc.) were not included in these calculations.*

*The following facilities will be added to the chart on the left once floor plans are provided: 1301 Oil & Gas, 300 8th Avenue, Chase Main Building, Greeley Building.*

*Future expansion projects were not included in calculating the current-state NSF/ FTE.*

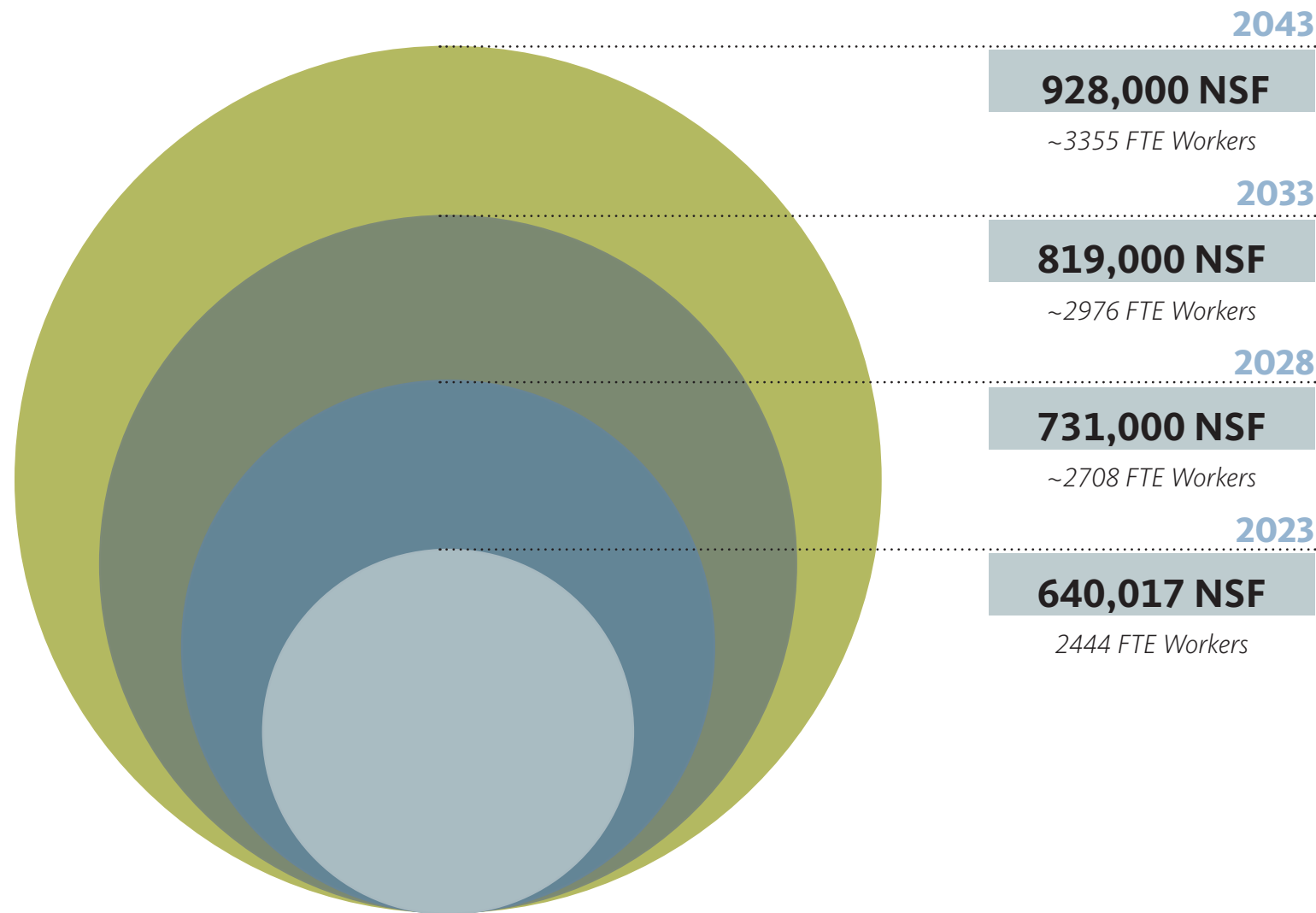
## Comparison to Other Organizations

Compared to other counties, **Weld County is on the higher end of space utilization for government organizations.** Typical government utilization rates often fall within the range of 200 - 250 NSF / FTE.



# Space Demand

If the County were to continue to grow at the current average utilization rate of 272 NSF / FTE, **the County would need ~928,000 NSF of space by 2043** to accommodate County’s projected growth across all departments included in this study.



*NOTE: The NSF calculated is only related to workplace areas. Specialty spaces (e.g. shared training spaces, laboratory spaces, Shooting Range, Crime Lab, Motor Pool etc.) were not included in these calculations.*

*Informed assumptions were made in cases where NSF was not currently available and the Greeley Building and Community Corrections facilities are not included in this calculation*

# Department Adjacencies

In general, the County has prioritized desirable physical adjacencies and co-locations across departments.

New space assignments or consolidations could optimize space adjacencies and workflows for a handful of departments.

- ESSENTIAL ADJACENCIES
- CONVENIENT ADJACENCIES
- SEPARATIONS REQUIRED
- ADJACENCIES OR SEPARATIONS MET
- ADJACENCIES OR SEPARATIONS SOMEWHAT MET
- ADJACENCIES OR SEPARATIONS NOT MET

	19th Judicial Courts	19th Judicial Probation	Accounting	Assessor	Board of County Commissioners	Clerk & Recorder	Clerk to the Board	Coroner	County Attorney	County Council	District Attorney	Extension Office	Facilities & Veterans Services	Finance and Administration	Fleet Services	Human Resources	DHS- Administration Support	DHS - Area Agency on Aging	DHS - Assistance Payments	DHS - Child Support	DHS - Child Welfare	DHS - Employment Services Workforce	Human Services - Family Resource	DHS - Fiscal Office	DHS - Organization Integrity	Information Technology	Justice Services	Office of Emergency Management	Oil & Gas Energy Department	Planning, Building Inspections and Com	Public Health	Public Information Office	Public Safety Communications	Public Works	Sherri's Office	Treasurer & Public Trustee	
19th Judicial Courts	●																																				
19th Judicial Probation	●	●																																			
Accounting			■																																		
Assessor				■																																	
Board of County Commissioners					■																							●									
Clerk & Recorder						■																															
Clerk to the Board							■																														
Coroner								■																													
County Attorney									■																												
County Council										■																											
District Attorney	●																																				
Extension Office		●																																			
Facilities & Veterans Services																																					
Finance and Administration																																					
Fleet Services																																					
Human Resources																																					
DHS- Administration Support																																					
DHS - Area Agency on Aging																																					
DHS - Assistance Payments																																					
DHS - Child Support																																					
DHS - Child Welfare																																					
DHS - Employment Services Workforce																																					
Human Services - Family Resource																																					
DHS - Fiscal Office																																					
DHS - Organization Integrity																																					
Information Technology																																					
Justice Services																																					
Office of Emergency Management																																					
Oil & Gas Energy Department																																					
Planning, Building Inspections and Com																																					
Public Health & Environment																																					
Public Information Office																																					
Public Safety Communications																																					
Public Works																																					
Sherri's Office																																					
Treasurer & Public Trustee																																					

Source: Weld County Department Questionnaires

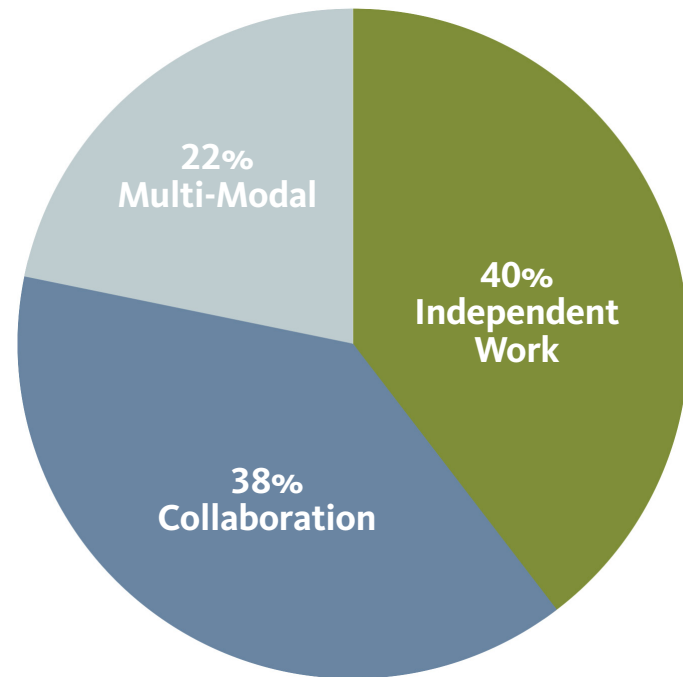
## **KEY FINDING**

Employee data emphasizes the need for workplaces that support all work modes.

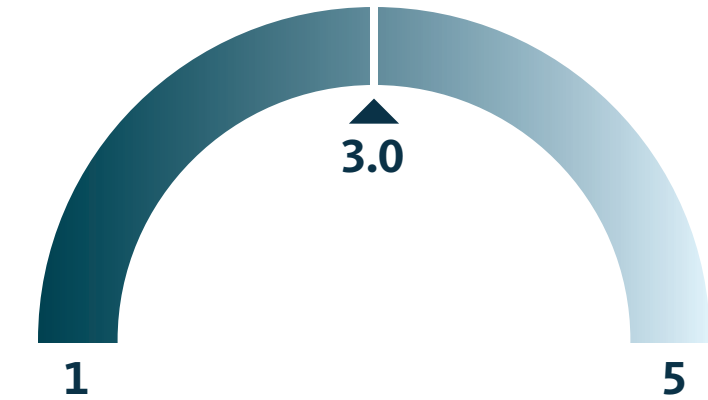
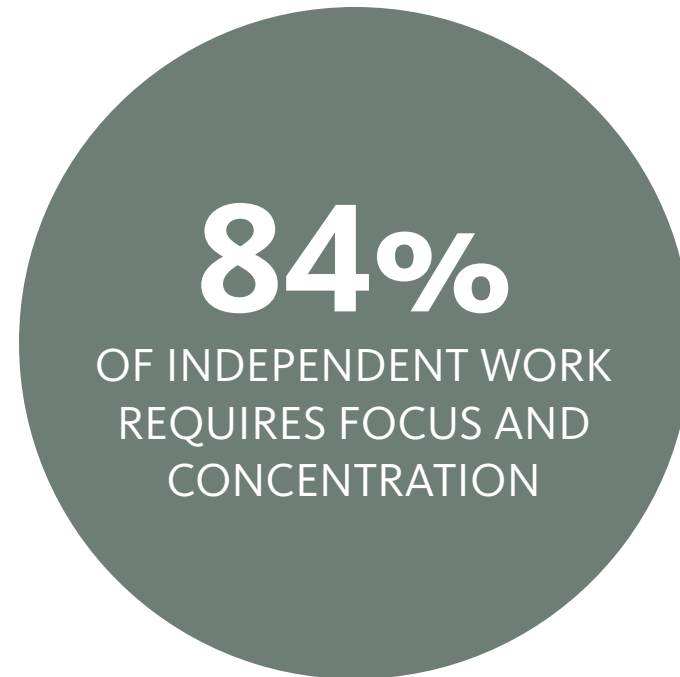
## Individual Work Modes

Employees reported dedicating almost half of their weekly hours working independently, with **84% of their independent work being highly focused.**

As organizations pivot to meet the changing needs of employees, it's critical to understand how employees are working so that they can provide spaces to support these work modes. **Weld County employees spend almost half of their work week working independently.**



Employees indicated that a majority of their independent work demands high concentration - but the spaces to perform those functions had average ratings. **This underscores the need for the workplace to offer quiet, distraction-free spaces to support employees when they are in the office.**

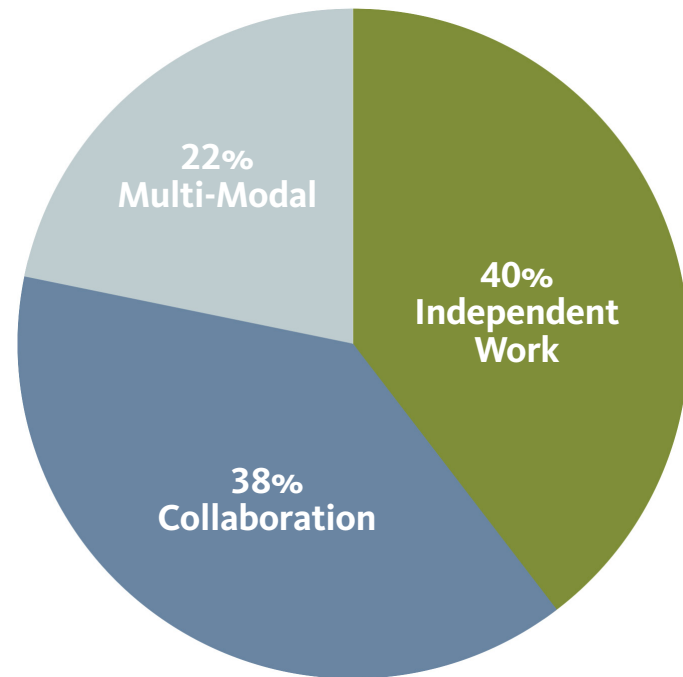


**When asked how satisfied employees are with concentration spaces in the workplace, they rated them as average.**

## Collaborative Work Modes

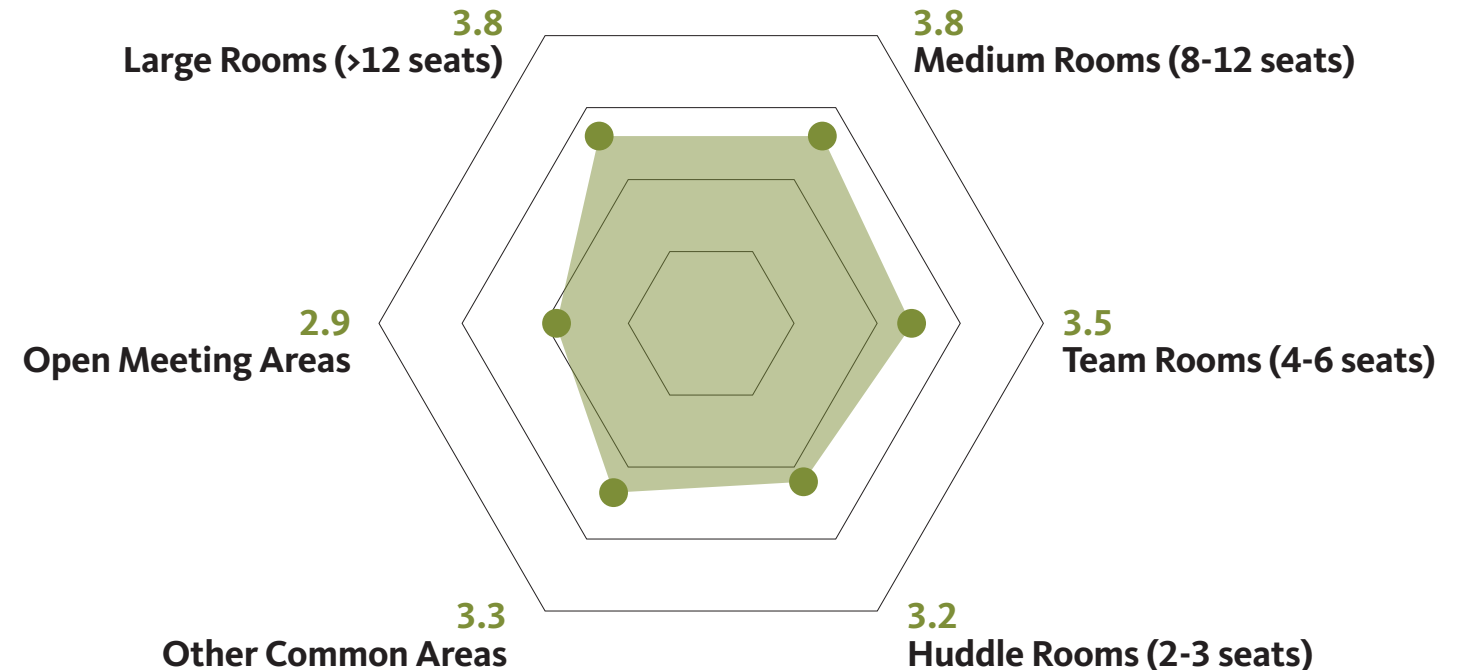
Employees report dedicating almost half of their weekly hours collaborating with colleagues, yet **the workplace doesn't adequately support collaboration.**

Collaboration plays a critical role in the workplace, supporting engagement, learning, culture, and communication. **Weld County employees spend half of their work week working with others (42%)** - in-person and virtual - during a typical work week.



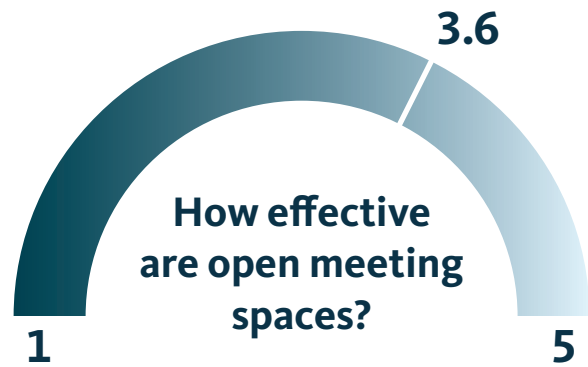
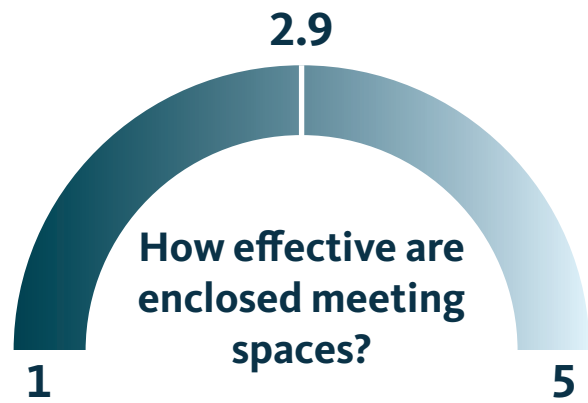
Source: Weld County Workplace Performance Index (WPI) Survey

**Collaboration spaces are under-serving the needs of employees, with the lowest rated spaces being open meeting areas.** Some spaces have been reduced or eliminated to accommodate employee growth, some spaces are not appropriately sized, and some spaces are difficult for virtual connection due to unreliable technology.

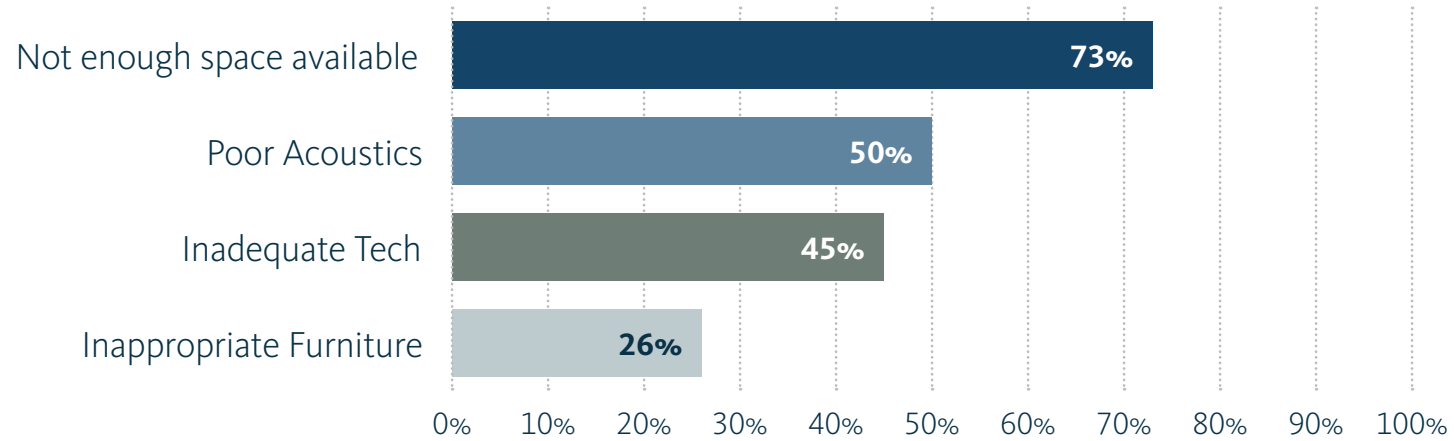


# Collaborative Work Modes

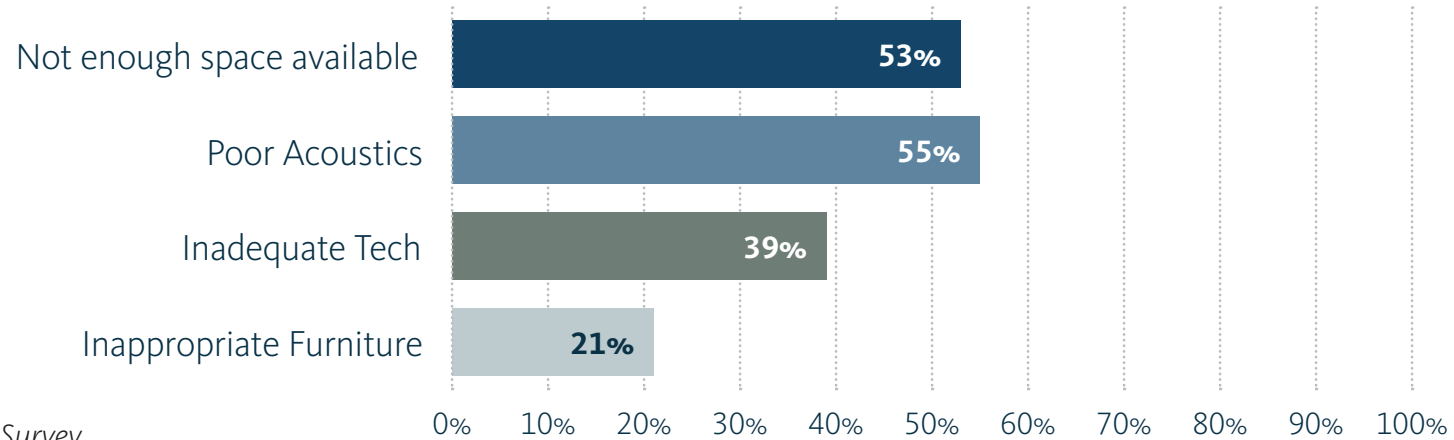
Weld County employees evaluated the effectiveness of meeting spaces and provided insights into why these rooms fall short in promoting collaboration and connectivity. The workplace guidelines will tackle these shortcomings and **set uniform standards for meeting spaces to enhance collaboration.**



**Top Reasons for Low Meeting Room Effectiveness**



**Top Reasons for Low Open Meeting Area Effectiveness**



**Our building lacks meeting space and privacy.**

— Clerk to the Board Department

Source: Weld County Workplace Performance Index (WPI) Survey

## **KEY FINDING**

There is a high desire for a prioritization of wellness among employees.

## Wellness in the Workplace

Wellness in the workplace emphasizes the physical, mental, and emotional well-being of staff. **Prioritizing wellness boosts productivity, and fosters a positive work culture, benefiting both employees and service recipients.** Employees report that the Weld County workplace negatively affectst their mental and physical health.

**71%**

OF EMPLOYEES REPORT THE  
WORKPLACE DOES NOT  
POSITIVELY IMPACT THEIR  
PERSONAL HEALTH



### Amenities

Amenities that promote movement and exercise are crucial for the workplace as they enhance employee well-being, productivity, and overall job satisfaction.



### Trauma-Informed Design

Trauma-informed design is vital for the workplace as it establishes a nurturing space that recognizes and addresses emotional experiences, ensuring a feeling of security and well-being for all employees.



### Comfort

Comfort and ergonomics are essential for the workplace because they enhance employee well-being, reduce the risk of physical strain, and foster sustained productivity and job satisfaction.

**Weld County needs to put more emphasis on employee well-being and comfort.**

— Accounting Department

## **KEY FINDING**

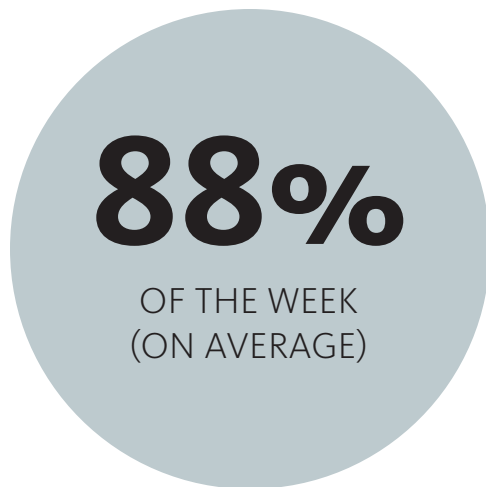
Some departments exhibit a greater capacity for flexibility in operations and scheduling compared to others.

## Flexibility in the Workplace

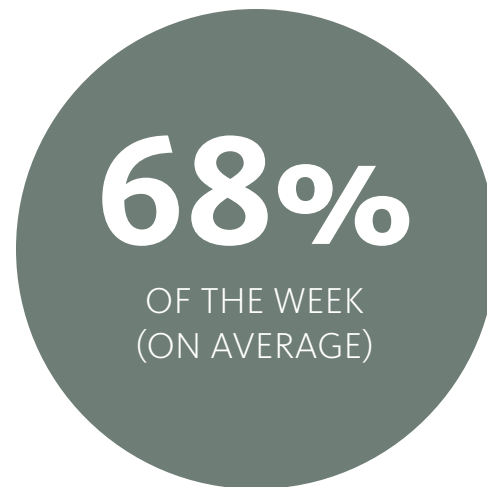
Workplace flexibility is the ability for employees to modify their work settings and schedules to align more closely with their individual preferences and situations. Flexibility can relate to scheduling, work location, or even varying where they work within the workplace. The data indicates that **employees, on average, come in to the office more often than what's necessary for their best productivity.**

We asked employees about the frequency with which they come to the office and how often they need to be present for optimal productivity:

**Employees Reported  
THEY CURRENTLY  
Come Into the Office:**



**Employees Believe  
THEY ONLY NEED  
to Come Into the Office:**



**Our departments  
needs a flexible and  
reconfigurable space.**  
— Public Information  
Department

**We're concerned  
about retention and  
losing staff to other  
counties due to  
hybrid policy.**  
— Human Services  
Department

Source: Weld County Department Questionnaires and Workplace Performance Index (WPI) Survey

03

# Customer Findings

## **KEY FINDING**

There are noticeable disparities in visitor experiences across County facilities, highlighting inequities in accessibility, intuitive navigation, and comfort.

# Equitable Experience

In interviews and surveys, Weld County employees spoke to the inequitable employee and customer experiences across the County’s facilities:

**Lack of entry experience and security at front door does not create a friendly or safe environment.**  
— OEM Employee

**Customer service counters and lobby are too small to accommodate more than three people.**  
— Assessor Employee

**Building looks similar to other nearby buildings - better wayfinding would be helpful.**  
— Accounting Employee

**Acoustics and egress are not great.**  
— HR Employee

**Del Camino- Can’t hear through glass at service counters.**  
— Clerk & Recorder Employee

**Issue with Google maps taking them to the wrong locations.**  
— Sheriff Office Employee

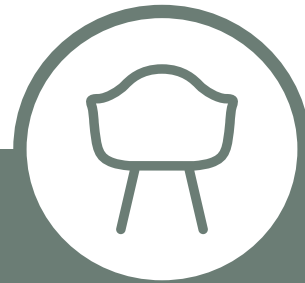
## Equitable Experience

Some facilities in Weld County provide amplified experiences for visitors, while others require improvement. Below are some positive attributes that help create a comfortable visitor experience



### Accessibility

- Facilities are accessible via public transportation
- Facilities have clear exterior signage
- Facilities have an obvious entry point
- There is ample parking
- Facilities meet ADA requirements



### Comfort

- Facilities have spaces for respite and privacy
- Facilities have comfortable lighting, acoustic measures to minimize distractions, and comfortable temperature settings
- Facilities feel professional and modern



### Hospitality

- There is a reception or lobby to accommodate all guests
- Signage in multiple languages
- Clear delineation between client and employee spaces
- Appropriate employee to client ratios

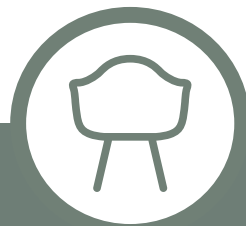
# Southern Service Locations

The Southern Service Centers are actively working towards enhancing equity in customer service experiences to ensure fairness and satisfaction for all customers. Below are some examples of what was shared or observed while on site at each facility.



## Accessibility

- Near Public Transit ✗
- Clear Entry Point ✓
- Ample Parking ✓
- Meets ADA Requirements ✓



## Comfort

- Privacy and Respite ✗
- Comfortable lighting, acoustics and temperature ✗
- Feels professional and modern ✓



## Hospitality

- Ample Lobby Space ✗
- Delineation Between Client & Employee Space ✗
- Ratio of Employees to Clients ✗

**It is awkward to walk clients through the DMV lobby.**

— Human Services Employee

**At Del Camino, the waiting area is in a corridor.**

— Clerk & Recorder Employee

No public transportation serves the Southern County facilities, potentially preventing some residents from accessing services.

04

# Low-Voltage Findings

# Low-Voltage Technology



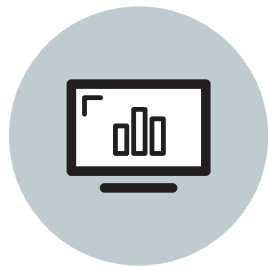
## Security

- Video surveillance
- Access control and intrusion detection
- Physical Security



## Telecommunications

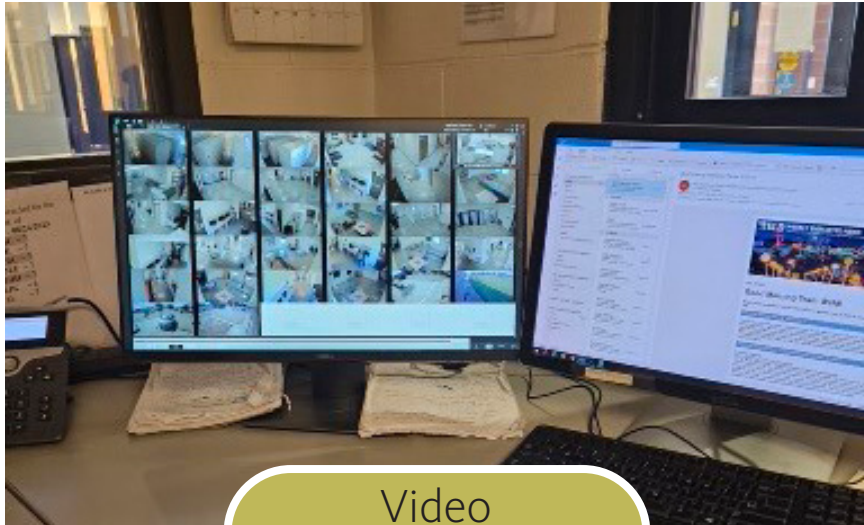
- Outside plant cabling
- IT equipment rooms
- Inside plant cabling



## Audio Visual

- Projection and display
- AV integration with MS Teams
- Lessons learned

# Security Findings



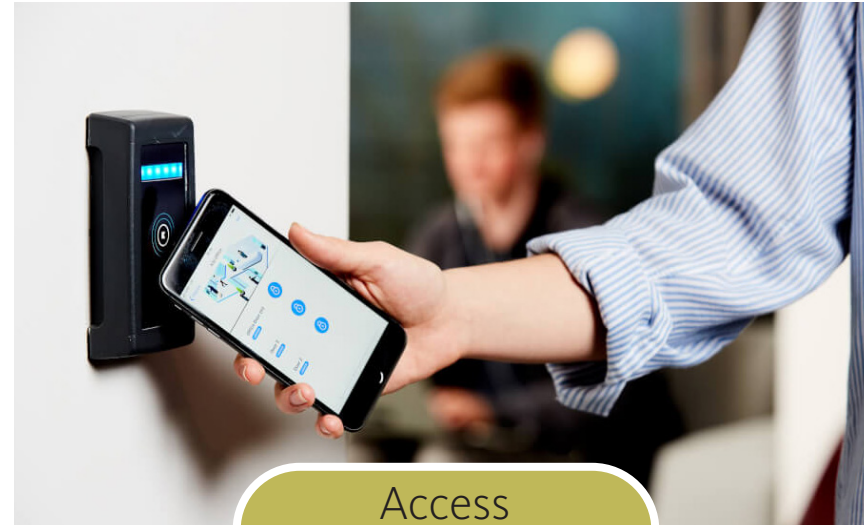
Video Surveillance

- Video storage is limited to 15-day capacity
- Video is stored at low resolution and frame rates that can miss critical details
- Video does not support advanced artificial intelligence (AI) analytics



Security Operations

- There is a lack of 24/7 monitoring
- Alarm and fault conditions that are not currently monitored include:
  - Dispatch responders to prevent crime
  - After-hours video intercom and emergency calls



Access Control

- Proprietary hardware and dated technology is being used
- Proximity cards, which can be susceptible to spoofing and cybersecurity attacks, are being updated to RFID technology
- The Courthouse and Annex parking garage is accessible to the public, posing safety vulnerabilities

# Security Findings



Visitor Vetting

- Facilities near post-incarceration support facilities expressed safety concerns and issues with uncontrolled access to County buildings



Perimeter Security

- Fencing is easily scaled
- Gates are secured with padlocks that can easily be copied and shared, compromising accountability of access
- Keys don't provide an audit trail of who and when someone has entered a facility



Mission Critical

- Mission-critical facilities - such as data centers, 911 centers, radio towers, crime lab, and evidence storage facilities - all require a higher level of security

# Telecommunications Findings



Outside Plant

- Fiberoptic and copper backbone cabling between buildings and Data Centers
- Data Centers have redundant backbone cables between them
- 10-gig backbone cabling to each building from Data Center
- Data centers share a 160-gig link



Inside Plant Cabling

- Mix of older multi-mode fiberoptic and newer single-mode cabling being used
- Single-mode cabling and switch equipment being transitioned in newer facilities + network upgrades
- Proper labeling and lack of fire-stopping seen



Misc. Telecom Observations

- Microwave back-haul between distant site building reported as “spotty” and unreliable during fog and rain
- The 911 Emergency equipment room shares a training space with responder personnel, resulting in sensitive equipment vulnerability

# Audio Visual Findings



Projection & Displays

- Older format (4:3) projection screens are being used
- Displays are undersized for size/depth of rooms
- Some pole-mounted displays are missing ceiling escutcheons



AV + Teams Integration

- All-in-one (microphone, camera and speaker) video soundbars in use
- Video soundbars not intended for use in larger rooms are above projectors instead of at eye-level



AV Cabling

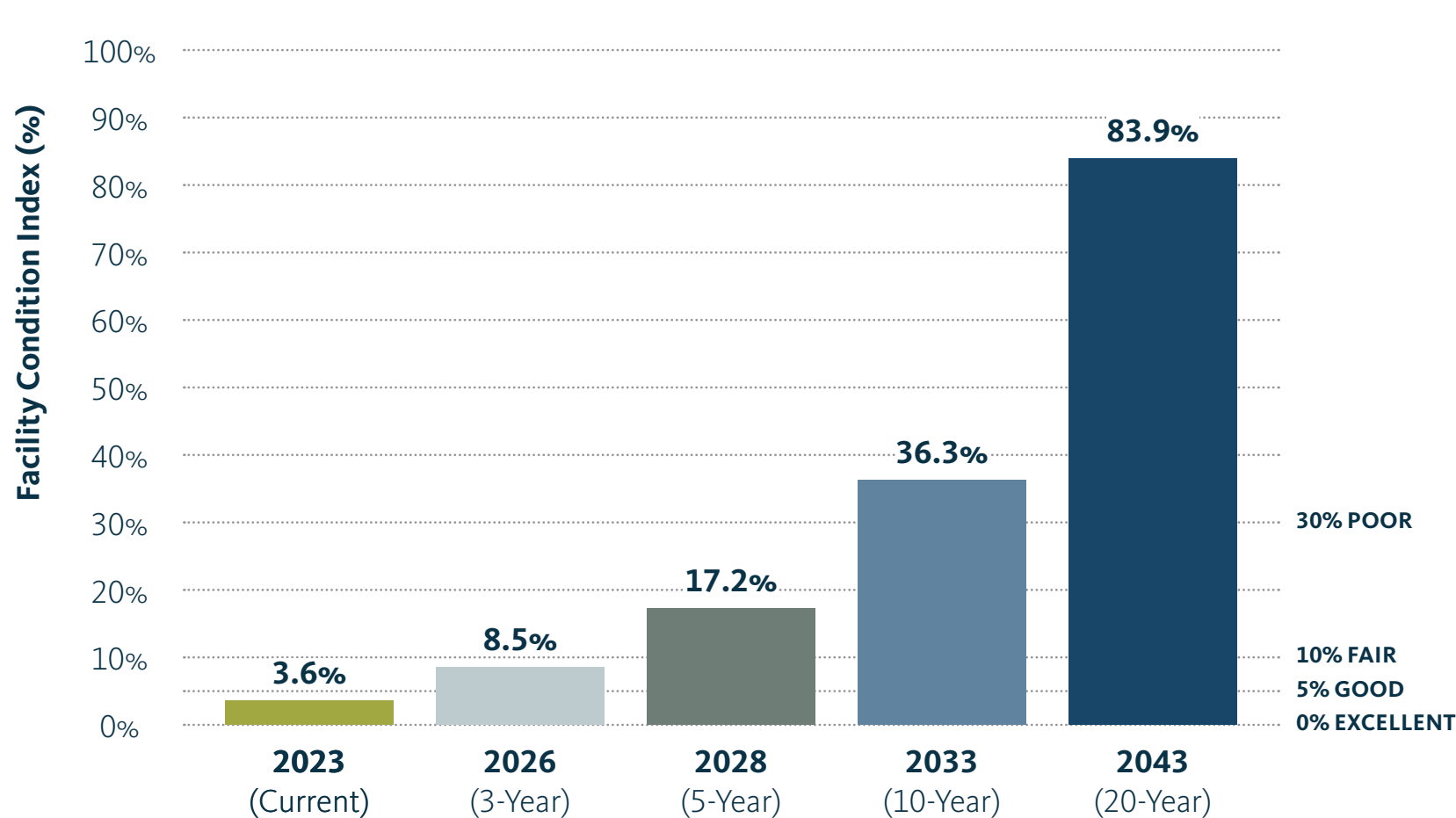
- Cables hang from projectors
- Excessive equipment is strapped on projectors
- Over-carpet raceways are being utilized
- Equipment controls can be tampered with

05

# Facility Conditions Findings

# Facility Conditions Assessments

Using the currently completed facility assessments (~30%), the average Facility Condition Index (3.6%) shows that **Weld County’s buildings are currently in good condition.** Within the next 10 years, investments will need to be made to maintain fair functioning conditions.



## Facilities Needing Immediate (3-Yr) Improvements

- 906 10th
- Courthouse
- Missile Site Park
- Training Center
- Trophy Building

## Buildings Needing Near-Term (5-Yr) Improvements

- 1400 Assessor & Treasurer
- 1401 Information Technology
- Jorgensen Law
- Tower 35th
- Veterans Services

Note: The Facility Condition Assessments are about 30% complete. This information only reflects the information completed at this time. A full summary will be shared when all assessments are completed.

# Immediate (3-Year) Improvements Needed

Detailed key findings and condition assessment reports are being provided for every building that was surveyed. Below are the **Top 3 issues for each facility needing immediate improvements.**

906 10th	Courthouse	Missile Site Park	Training Center	Trophy Building
<b>Exterior Walls</b> <ul style="list-style-type: none"> <li>• Priority Score: 88.7</li> <li>• Replace in 2025</li> <li>• Cost: \$\$</li> </ul>	<b>Windows</b> <ul style="list-style-type: none"> <li>• Priority Score: 87.7</li> <li>• Replace in 2025</li> <li>• Cost: \$\$\$\$</li> </ul>	<b>HVAC System</b> <ul style="list-style-type: none"> <li>• Priority Score: 81.9</li> <li>• Replace in 2023</li> <li>• Cost: \$\$\$\$</li> </ul>	<b>Parking</b> <ul style="list-style-type: none"> <li>• Priority Score: 86.8</li> <li>• Replace in 2024</li> <li>• Cost: \$\$</li> </ul>	<b>Roof Sheathing</b> <ul style="list-style-type: none"> <li>• Priority Score: 89.7</li> <li>• Replace in 2025</li> <li>• Cost: \$\$\$</li> </ul>
<b>Windows</b> <ul style="list-style-type: none"> <li>• Priority Score: 87.7</li> <li>• Replace in 2025</li> <li>• Cost: \$\$</li> </ul>	<b>Electrical System</b> <ul style="list-style-type: none"> <li>• Priority Score: 81.9</li> <li>• Replace in 2023</li> <li>• Cost: \$\$\$\$</li> </ul>	<b>Overhead/Dock Door</b> <ul style="list-style-type: none"> <li>• Priority Score: 81.7</li> <li>• Replace in 2025</li> <li>• Cost: \$\$\$</li> </ul>		<b>Exterior Walls</b> <ul style="list-style-type: none"> <li>• Priority Score: 89.6</li> <li>• Replace in 2025</li> <li>• Cost: \$\$</li> </ul>
<b>Furnace</b> <ul style="list-style-type: none"> <li>• Priority Score: 86.9</li> <li>• Replace in 2023</li> <li>• Cost: \$\$\$</li> </ul>	<b>Electrical, General Design</b> <ul style="list-style-type: none"> <li>• Priority Score: 81.8</li> <li>• Replace in 2024</li> <li>• Cost: \$\$\$</li> </ul>	<b>Ceiling Finishes</b> <ul style="list-style-type: none"> <li>• Priority Score: 81.7</li> <li>• Replace in 2025</li> <li>• Cost: \$\$\$</li> </ul>		<b>Roofing</b> <ul style="list-style-type: none"> <li>• Priority Score: 88.9</li> <li>• Replace in 2023</li> <li>• Cost: \$\$</li> </ul>

Note: The Facility Condition Assessments are about 30% complete. This information only reflects the information completed at this time. A full summary will be shared when all assessments are completed.

## Near-Term (5-Year) Improvements Needed

Detailed key findings and condition assessment reports are being provided for every building that was surveyed. Below are the **Top 3 issues for each facility needing near-term improvements.**

Assessor & Treasurer	Information Technology	Jorgensen Law	Tower 35th	Veterans Services
<b>Exterior Walls</b> <ul style="list-style-type: none"> <li>• Priority Score: 89.8</li> <li>• Replace in 2024</li> <li>• Cost: \$\$\$</li> </ul>	<b>Sidewalks</b> <ul style="list-style-type: none"> <li>• Priority Score: 85.7</li> <li>• Replace in 2025</li> <li>• Cost: \$\$</li> </ul>	<b>Electrical System</b> <ul style="list-style-type: none"> <li>• Priority Score: 84.9</li> <li>• Replace in 2023</li> <li>• Cost: \$\$\$</li> </ul>	<b>Structural Elements</b> <ul style="list-style-type: none"> <li>• Priority Score: 88.8</li> <li>• Replace in 2024</li> <li>• Cost: \$\$</li> </ul>	<b>Sidewalk</b> <ul style="list-style-type: none"> <li>• Priority Score: 85.7</li> <li>• Replace in 2025</li> <li>• Cost: \$\$</li> </ul>
<b>Parking Lots</b> <ul style="list-style-type: none"> <li>• Priority Score: 84.8</li> <li>• Replace in 2024</li> <li>• Cost: \$\$\$</li> </ul>	<b>Caulking</b> <ul style="list-style-type: none"> <li>• Priority Score: 81.9</li> <li>• Replace in 2023</li> <li>• Cost: \$\$</li> </ul>	<b>Plumbing System</b> <ul style="list-style-type: none"> <li>• Priority Score: 84.9</li> <li>• Replace in 2023</li> <li>• Cost: \$\$\$</li> </ul>		<b>Roadways</b> <ul style="list-style-type: none"> <li>• Priority Score: 84.9</li> <li>• Replace in 2023</li> <li>• Cost: \$\$</li> </ul>
<b>Caulking</b> <ul style="list-style-type: none"> <li>• Priority Score: 81.8</li> <li>• Replace in 2024</li> <li>• Cost: \$\$</li> </ul>	<b>Retaining Wall</b> <ul style="list-style-type: none"> <li>• Priority Score: 81.8</li> <li>• Replace in 2024</li> <li>• Cost: \$\$\$</li> </ul>	<b>Electrical, General Design</b> <ul style="list-style-type: none"> <li>• Priority Score: 81.9</li> <li>• Replace in 2023</li> <li>• Cost: \$\$\$</li> </ul>		<b>Parking Lots</b> <ul style="list-style-type: none"> <li>• Priority Score: 84.9</li> <li>• Replace in 2023</li> <li>• Cost: \$\$</li> </ul>

Note: The Facility Condition Assessments are about 30% complete. This information only reflects the information completed at this time. A full summary will be shared when all assessments are completed.

06

# Sustainability Findings

# Sustainability In a Single Approach

## Sites Certification

Enhances biodiversity and mitigate climate change, while conserving resources, improving public health and protecting critical ecosystems.

## WELL Certification

A performance-based system for human health and wellbeing, through air, water, nourishment, light, fitness, comfort, and mind.

## Code Requirements

Regulates the design and construction of new buildings to prepare for solar photo-voltaic or solar thermal, electric vehicle charging infrastructure, and electrification of building systems.



## LEED Neighborhood

Helps create responsible, sustainable and specific plans for natural systems, energy, water, waste, transportation and many other factors that contribute to quality of life.

## FITWEL Certification

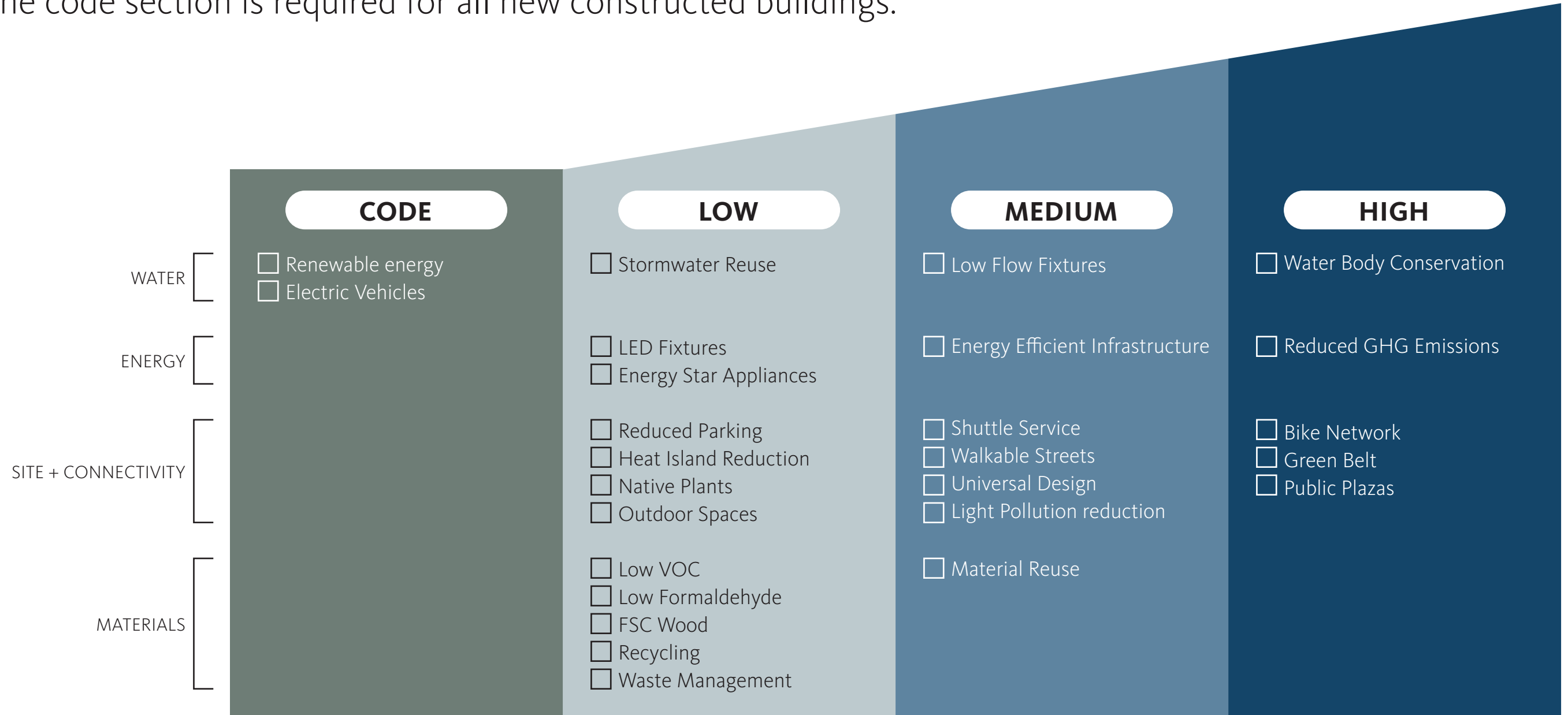
Focuses on improving, enhancing, and safeguarding the health and wellbeing of tenants

## EcoDistricts Certification

Has three main objectives: to limit their environmental impact, to promote social cohesion, and to develop economically.

# Mapping the Route to Sustainability

Strategies have been divided into four buckets, based on the level of effort required. The code section is required for all new constructed buildings.



# Climate Target Examples

A comprehensive list of climate targets from nearby cities and counties:

## FT. COLLINS

- Reduce 2030 greenhouse gas emissions by 80% below 2005 baseline levels.
- 100% renewable electricity by 2030 with grid & local sources.
- Zero waste or 100% landfill diversion, by 2030.

## BOULDER

- Reduce emissions 70% by 2030 against a 2018 baseline.
- Become net-zero city by 2035.
- Become a carbon positive city by 2040

## DENVER

- Optimize energy efficiency in buildings.
- De-carbonizing the electricity grid.
- Enabling next generation mobility.
- Improving waste management

## ADAMS

- Energy efficient buildings & renewable energy.
- Waste reduction and diversion.
- Water use reduction and reuse.
- Electric vehicles & alternative modes of transportation

**Questions?**

THANK YOU

## Next Steps

# THANK YOU!

### NEXT STEPS : Options Development



Develop Design Solutions



Low-Voltage  
Recommendations



Workplace Guidelines  
Development



Financial Analysis Options  
Development



Options Development  
Workshop