



JEFFERSON
COUNTY COLORADO

STAFF BRIEFINGS and WORK SESSIONS

Hybrid Meeting

AGENDA

**April 14, 2026, Immediately Following Hearings
BCC Boardroom, 5th Floor and WebEx Virtual Platform**

Join our virtual meeting via WebEx

[WebEx Virtual Meeting Link](#)

Webinar Password: puXJWBTm852

Select the “Join by Browser” option

You can also join by telephone: Dial +1-408-418-9388;

Access Code/Webinar Number: 2486 886 9661

	Pages
1. Work Session Items	
1.1 Operations - Facilities Master Plan	2
1.2 Human Services - Child Welfare / Kinship	3
1.3 Human Resources - County Manager Recruitment	
2. Executive Session	
2.1 Legislative Update, including discussion of draft bill creating liability for constitutional violations – legal advice under C.R.S. § 24-6-402(4)(b)	
2.2 RMMA Litigation - legal advice under C.R.S. § 24-6-402(4)(b)	
3. Potential Action on Executive Session	
4. Adjourn	

Jefferson County Facilities Master Plan (FMP) Update
Visioning Session Agenda

Tuesday, April 14, 2026 (90 minutes)

Virtual Engagement: through Menti (instructions will be shared in meeting)

Please bring a laptop or mobile device to the meeting for participation

- 15 min **WELCOME & FRAMING**
PROJECT CONTEXT
- Agenda
 - Introductions
 - Project Overview (Approach, Data Engagements)
 - **TODAY'S MEETING**
Purpose: Set tone for the meeting, align on goals, and establish expectations.
 - *Brief framing: This is about vision, not solutions*
 - *What we'll do: listen, reflect, and look ahead*
 - *What success looks like: shared clarity on values and direction*
- Opening question (warm-up):** *When you think about Jefferson County (JeffCo) as an employer, what's one word or phrase you want people to associate with it in the future?*
- 20 min **BIG PICTURE VISION**
Purpose: Establish long-term aspirations for the JeffCo workforce and workplace experience.
- *What is the most important value the workplace needs to convey?*
 - *What kind of culture do you want JeffCo workplaces to reinforce (i.e. collaboration, stability, innovation, service)?*
- 20 min **FLEXIBILITY & CHANGE**
Purpose: Explore mobility and adaptability without getting tactical.
- *What do you see as your biggest barriers with flexibility in the workplace today?*
 - *How do you see flexibility (where, when, and how people work) fitting into the future?*
 - *Where do you see the biggest opportunities for adaptation or evolution?*
- 20 min **IDENTITY & EXPERIENCE**
Purpose: Connect workplace to JeffCo's identity and values.
- *How should workplaces reflect the identity and character of JeffCo?*
- 10 min **PRIORITIES**
Purpose: Capture what matters most
- *If you had to prioritize one outcome for this FMP Update, what would it be?*
 - *What would tell you, down the road, that we got this right?*
- 5 min **WRAP-UP & NEXT STEPS**
- Key Findings Presentation (mid-May), Options (fall), Final Report (November)



Jefferson County Children, Youth, Families and Adult Protection Division



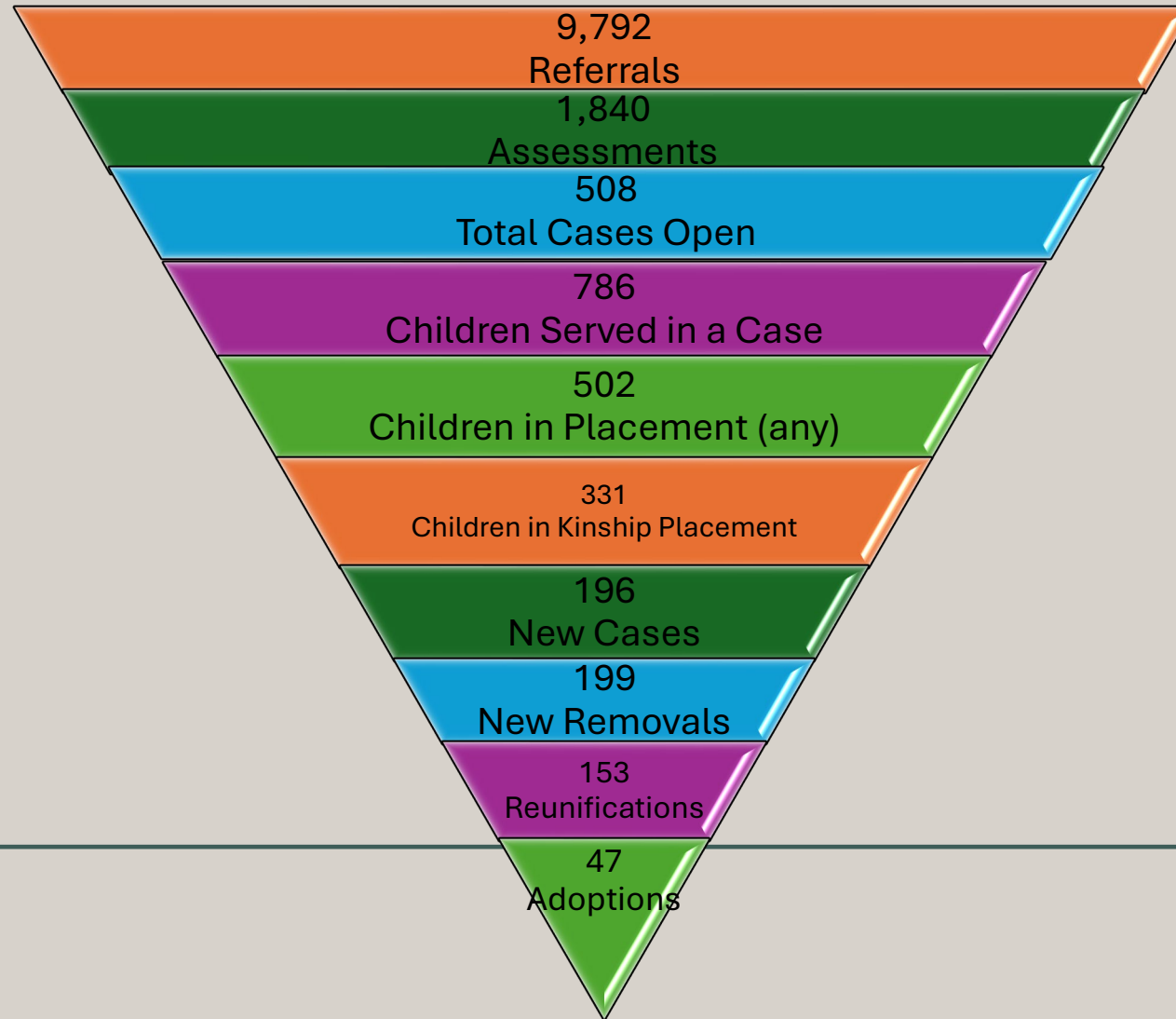
2025



JEFFERSON
COUNTY COLORADO



2025 CYFAP Key Data Points



Child Welfare Challenges

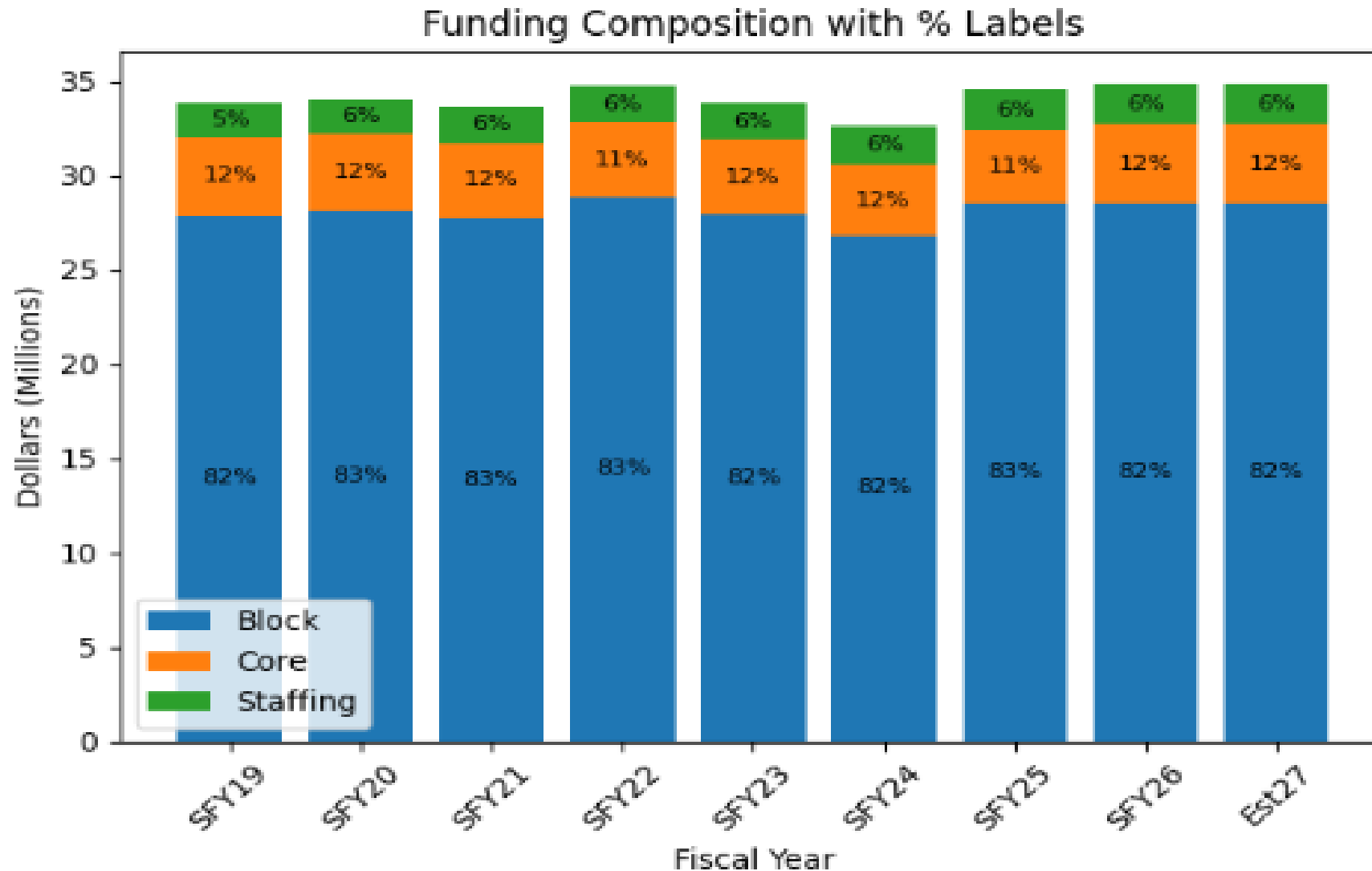
- Allocation
- Legislation
- Practice and Programming

Child Welfare Funding Changes Over Time

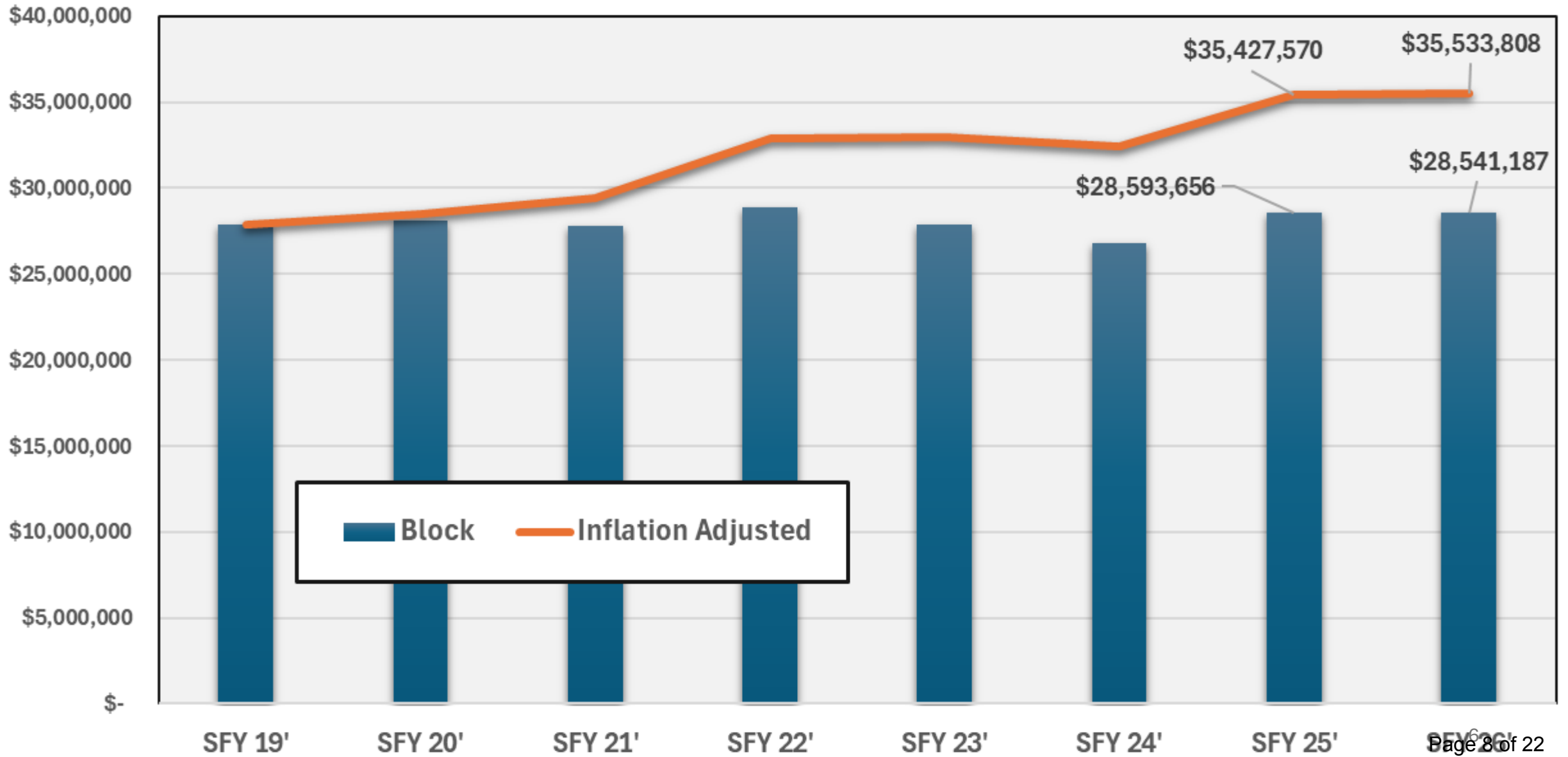
Allocations	2019-2020	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	Est. 2026-27	
Block	\$ 28,274,946	\$ 28,138,078	\$ 27,783,996	\$ 28,852,157	\$ 27,901,130	\$ 28,593,656	\$ 28,541,187	\$ 28,541,187	
Core	\$ 4,125,874	\$ 4,059,444	\$ 3,983,676	\$ 3,968,656	\$ 3,985,285	\$ 3,851,288	\$ 4,195,051	\$ 4,195,051	
Staffing	\$ 1,817,717	\$ 1,902,667	\$ 1,874,802	\$ 1,952,606	\$ 1,991,639	\$ 2,113,084	\$ 2,114,666	\$ 2,114,666	
YoY Variance (\$)	2019-2020	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	Est. 2026-27	Var. to 2019
Block		\$ (136,868)	\$ (354,082)	\$ 1,068,161	\$ (951,027)	\$ 692,526	\$ (52,469)	\$ -	\$ 266,241
Core		\$ (66,430)	\$ (75,768)	\$ (15,020)	\$ 16,629	\$ (133,997)	\$ 343,763	\$ -	\$ 69,177
Staffing		\$ 84,950	\$ (27,865)	\$ 77,804	\$ 39,033	\$ 121,445	\$ 1,582	\$ -	\$ 296,949



Funding Composition



Block Actual Allocation vs. Inflation Adjusted



Challenges to Child Welfare Services through legislation and rule

- Uncertified Kinship Families
 - In 2025, we supported 240 uncertified kinship families serving 315 children
 - Total expenditures = \$684,449
- Increase in families pursuing certification for foster care
 - Reduced requirements for kinship certification
 - In 2025, 99 families serving 149 children opted to become certified foster families
 - Total expenditures = \$1,408,435

Challenges to Child Welfare Services through legislation and rule

- Uncertified Kinship Payments
 - SB24-008. Effective Sept. 2024
 - All kinship families are eligible to receive 30% of the foster care reimbursement if they are uncertified. Payment was set to increase to 50% beginning July 2026.
 - HB 26 – 1374 JBC bill to repeal payments due to unsustainable funding
 - Kinship families can pursue foster care certification
 - Additional IVE revenue that was projected was not realized

Child Welfare Placements

Placement Type	2022	2023	2024	2025	2026
Foster Care	141	117	92	80	83
Kin - Uncertified	163	154	142	132	102
Kin - Certified	33	32	42	42	89
Qualified Residential Treatment Program (QRTP)	7	3	2	7	6
Psychiatric Residential Treatment Facility (PRTF)	1	2	2	1	0
Group Home/Center	5	4	4	4	3
Independent Living	19	24	24	18	18
Out-of-Home Total	369	336	308	284	301



Challenges to Child Welfare Services through legislation and rule

Foster Youth in Transition

- HB-21-1094 Supports youth aging out of foster care by allowing them to voluntarily remain in extended foster care until age 21.
- Must have been in care on or after their 16th birthday. Can enter and exit the program anytime if still under 21.
- State anticipated 58 adolescents statewide participating in the program. The fiscal note was approximately \$800,000.
- Last year Jefferson County had 35 youth in the program with approximately \$440,000 in expenditure.

Challenges to Child Welfare Services through legislation and rule

- Federal Benefits for Youth in Foster Care
 - HB25-1271 requires the county department to screen and apply on behalf of a child in foster care for federal benefits (SSA – disability or survivor), railroad retirement board, or VA.
 - The bill prohibits the county from using survivor benefits to offset or pay for foster care costs. The funds must go into a trust.
 - SSDI, disability benefits were removed last year and are included in HB 26-1347.

Challenges to Child Welfare Services through legislation and rule

Relative Guardianship Assistance Program (RGAP) and Adoption Subsidy

- RGAP - Reduces barriers for eligible children in foster care so they can achieve legal permanency when reunification and adoption are not appropriate options
- Assistance payment may not exceed foster care fees
- Reimbursement rate is 90/10, although as the number of families seeking RGAP and the cost of foster care increasing, the cost per child continues to increase
- HB26 -1373 will put limits on RGAP/Adoption subsidies as a percent of foster care fees based on the age of a child

Relative Guardianship Assistance Program/Adoption/Disability Data

	2022	2023	2024	2025	2026
Out of Home Awaiting Adoption	59	53	51	46	48
Adoption/Relative Guardianship Assistance Program (RGAP)	974	970	991	996	969

Children/Youth with disabilities

77 of our **301** children/youth (**25%**) currently in out-of-home care, have a diagnosed physical, emotional, or developmental disability.

Challenges to Child Welfare Services through legislation and rule

- SB 15-242 established funding for county child welfare staff to address caseload demands
- Jeffco was allocated 30 caseworker and supervisor positions over time which was approved by the BCC
- Initially, \$60,000 was allocated per position which did not and still does not cover the cost of a position
- In 2024 the cost per position was increased to \$88,000 but Jeffco was not eligible for the increase as it was only applicable to new positions.
- The child welfare block grant is required to cover the underfunding

Prevention Services

Supports provided to children, youth, and families when there is a reported concern to the hot line, to reduce the risk of abuse or neglect.

Prevention Services Overview (2025)

Strong engagement drives better outcomes: 86% engage • 82% avoid reassessment



In 2025, **1,715** New Families Referred to

Impact of the *Prevention Program*

Family Engagement with *Prevention Specialists*

Outcomes for Engaged Families



86% of families engaged in the program



➔ Families who engage are significantly **less likely** to require reassessment

Engagement is strongly associated with **reduced system involvement** within 6 months




Prevention Services

- We anticipate that the reduction of individuals who will be eligible for Medicaid or other public benefits will negatively impact families and increase referrals to child welfare.
- Prevention services may offer supports and system navigation that will prevent system involvement



Discussion



Barb Weinstein, Director
Children, Youth, Families and
Adult Protection Division



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Thank you for
your time!

