

**GUNNISON COUNTY BOARD OF COMMISSIONERS**  
**WORK SESSION MEETING AGENDA**

**DATE:** Tuesday, March 25, 2025

**Page 1 of 1**

**PLACE:** Board of County Commissioners' Meeting Room at the Gunnison County Courthouse  
**(REMOTE OPTION BELOW)**

8:30 am

- Human Resources Performance Update

8:50 am

- Emergency Management Performance Update

9:10 am

- Veteran Services Performance Update
- Adjourn

10:00 am

- Gunnison County Detention Center Walkthrough

Please Note: Packet materials for the above discussions will be available on the Gunnison County website at <http://www.gunnisoncounty.org/meetings> prior to the meeting.

**ZOOM MEETING DETAILS:**

Join Zoom Meeting: <https://gunnisoncounty-org.zoom.us/j/89798905619>

One tap mobile

+12532158782,,82753657556#,,,,\*471302# US (Tacoma)

+13462487799,,82753657556#,,,,\*471302# US (Houston)

**AGENDA ITEM or FINAL CONTRACT REVIEW SUBMITTAL FORM**

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**Agenda Item:** Human Resources Performance Update

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**Action Requested:** Discussion

**Parties to the Agreement:**

**Term Begins:**

**Term Ends:**

**Grant Contract #:**

**Summary:**

The 2024 Performance Update for Human Resources Activities.

**Fiscal Impact:**

**Submitted by:** Lauren Trautz

**Submitter's Email Address:** ltrautz@gunnisoncounty.org

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**Finance Review:**

Required

Not Required

Comments:

Reviewed by:

Discharge Date:

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**County Attorney Review:**

Required

Not Required

Comments:

Reviewed by:

Discharge Date:

Certificate of Insurance Required

Yes  No

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**County Manager Review:**

Comments:

Reviewed by: GUNCOUNTY1\mbirmie

Discharge Date: 3/20/2025

Consent Agenda

Regular Agenda

Worksession

Time Allotted: 20

Agenda Date: 3/25/2025

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**To:** Gunnison County Board of County Commissioners  
**From:** Lauren Trautz, HR Director  
**Date:** March 25, 2025  
**Re:** Human Resources Performance Report Memorandum

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***The mission of the Human Resources Program is to provide workforce planning, employee performance management, and management support services to County leadership and departments so they can develop and sustain a high-performance workforce committed to achieving operational and strategic results.***

Over the past year or more, the HR team has made significant progress in several areas while also navigating ongoing system challenges and staffing transitions.

**Key Accomplishments:**

- A major undertaking throughout 2023-2024 was the review of the 2021 Employee Handbook for compliance and administrative capability. After two years of dedicated work reviewing and updating each policy with seasoned attorneys, the revised 2025 version was officially adopted by the BOCC in March 2025.
- From October 2023, HR gained payroll processing from Finance while implementing the new HRIS system. The launch of HR modules — Benefits, Onboarding, Offboarding, Recruiting, and Learning Management — went smoothly and streamlined processes across the organization.
- Benefits Open Enrollment has been executed successfully for two consecutive years through Paylocity, with positive employee feedback and increased self-service engagement.
- The Paylocity recruiting module was successfully launched in early 2024 creating an applicant tracking system and was supported with comprehensive training and one-on-one assistance for managers who were hiring.
- The HR team led a comprehensive compensation analysis starting in 2023, updating over 150 job descriptions and maintaining market competitiveness and has kept the work successfully up to date through 2024 and into 2025.
- HR has continued to prioritize employee wellness and engagement, coordinating more than 15 successful wellness events and expanded programming in 2024 and continuing those efforts into 2025.
- During the HR Director's maternity leave in early 2024, the HR team-maintained operations, navigated complex compliance audits, and demonstrated leadership under pressure.

**Daily Operations:**

- HR successfully supports approximately 230 employees with day-to-day needs including benefits administration, employee relations, and compliance matters.
- The team consistently provides high-touch service for complex health insurance claims and prescription pre-authorizations, ensuring employees receive timely support and resolution.
- Additional daily operations include the administration of FMLA, Workers' Compensation claims, employee leave tracking, and an array of payroll inquiries, all handled with professionalism and care to minimize disruption and maximize employee satisfaction.

**Staffing Updates:**

- The HR department experienced turnover in 2024 with the departure of the HR Coordinator after 10 months of training. The county has since welcomed a new HR Coordinator in February 2025, who has quickly contributed to recruitment efforts, onboarding improvements, and wellness program planning.

**Challenges:**

- While the HR modules have provided efficiency gains, the payroll component of the Paylocity system continues to present its challenges. Government-specific requirements around grant allocations, law enforcement pay cycles, and retirement taxation have necessitated manual workarounds and end-of-year corrections. Each week new solutions are explored to enhance the process.
- We continue to rely on paper timecards for several departments, creating inefficiencies and additional work for payroll staff. Custom reports and system access updates are being reviewed as solutions.

**Next Steps and Priorities for 2025:**

- Continued rollout of supervisor training, a manager toolkit, and continued enhancements to the onboarding and New Employee Orientation program are top priority.
- Expansion of wellness and employee engagement initiatives for 2025 with a new HR Coordinator.
- A re-evaluation of payroll system capabilities is underway as the Finance Department rebuilds, adds staff, and plans are in process to hand back payroll processing in 2025, with a focus on finding long-term solutions that meet the County's operational needs.
- Development of a new Strategic Business Plan for HR in collaboration with County leadership.

In summary, the HR team remains dedicated to supporting County operations through continuous improvement, strategic alignment, and responsive service. We are proud of the progress made and remain focused on resolving system challenges, enhancing employee experiences, and positioning Gunnison County as an employer of choice.

Thank you for your continued support.



# HR Overview

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Period: January 2024 –  
January 2025

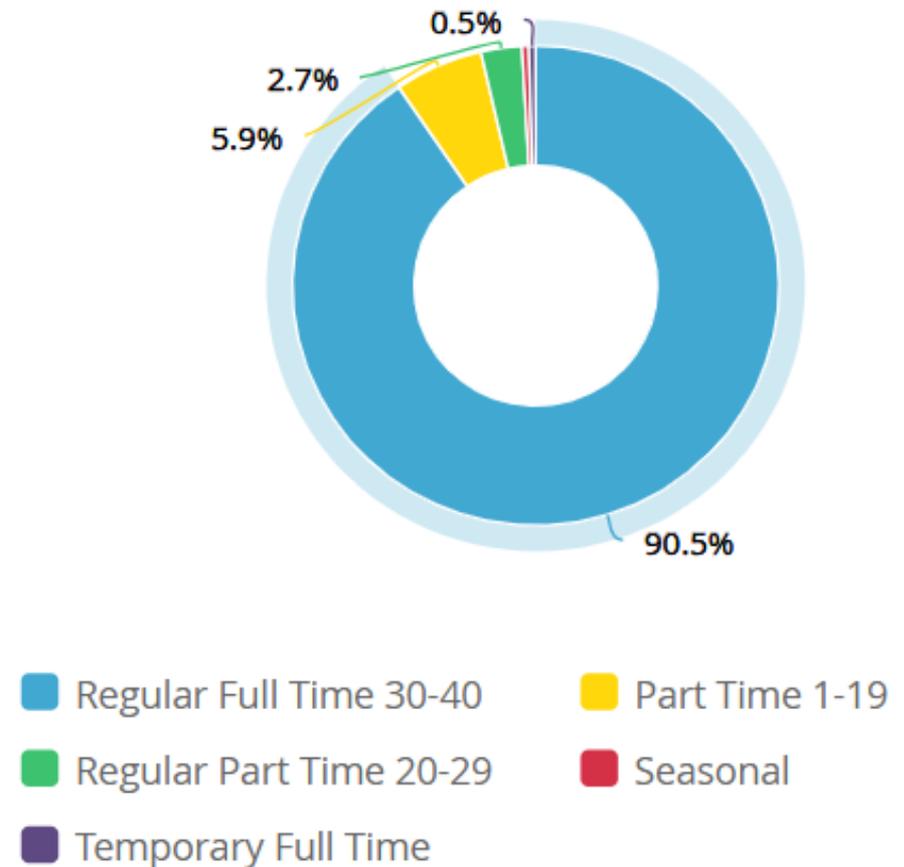
Presented: January 9, 2025



# WORKFORCE OVERVIEW

## Key Metrics:

- Headcount: 223\*
- Number Hired: 89
- Number Termed: 103
- Growth Rate: 2.3%\*
- Turnover Rate: 23.8%\*
- Average Tenure: 7.9 years
- Employment Type Breakdown:
  - Full-Time 30-40: 90.5%
  - Part-Time 20-29: 2.7%
  - Part-Time 1-19: 5.8%
  - Temporary/Seasonal – 1%



*\*does not include Temp PT Election Judges*

# WORKFORCE DEMOGRAPHICS

## Generational Breakdown:

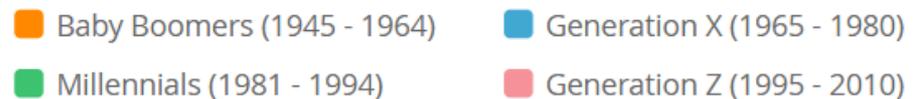
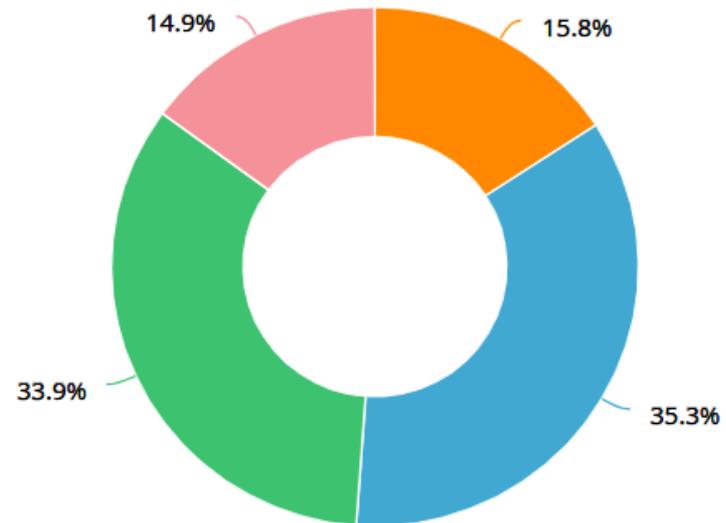
- Baby Boomers: 15.8%
- Gen X: 35.3%
- Millennials: 33.9%
- Gen Z: 14.9%

## Gender Breakdown:

- Male: 52%
- Female: 48%

## Pay Type:

- Hourly: 44.3%
- Salaried: 55.7%



# BENEFITS ENROLLMENT

- Key Metrics:
  - Total Benefit Eligible Employees: 199
    - 88.4% of Employees
  - Total Employees Enrolled: 160
    - 80.4% of Eligible Employees
    - Employees Waived: 37
    - Dependents Enrolled: 101

# LABOR COSTS OVERVIEW

- Key Metrics:
  - Total Labor Costs: \$21.9M
  - Average Cost Per Employee: \$71.8k



**PERFORMANCE REPORT**  
**for the**  
**Human Resources Department**



Gunnison County

Element	Summary Views	Detail Views
Strategic Results		<ul style="list-style-type: none"> <li>2024 PLAN: C1a-c (Equity, Diversity, Inclusion)</li> </ul>

Human Resources Program

Element	Summary Views	Detail Views
Scorecards	<ul style="list-style-type: none"> <li>Human Resources Program</li> </ul>	
Measures		<ul style="list-style-type: none"> <li>Employee retention rate (administrative departments).</li> <li>Percentage of respondents to the annual employee survey who state that recruitment assistance services from HR are excellent or good.</li> <li>Percentage of respondents to the annual employee survey who rate the overall quality of service provided by the Human Resources Department as good or excellent.</li> <li>Percentage of respondents to the annual employee survey who state that benefits administration services are excellent or good.</li> <li>Percentage of respondents to the annual employee survey who strongly agree or somewhat agree that they have a good understanding of the benefits for which they are eligible.</li> <li>Percentage of respondents to the annual employee survey who strongly agree or somewhat agree that they would recommend working for Gunnison County to someone who asks.</li> <li>Percentage of respondents to the annual employee survey who strongly agree or somewhat agree that they are satisfied with their jobs.</li> <li>Percentage of respondents to the annual employee survey who strongly agree or somewhat agree that Gunnison County is a good overall employer.</li> <li>Percentage of respondents to the annual employee survey who rate their immediate supervisor as excellent or good with regard to fostering an atmosphere of mutual trust and confidence.</li> <li>Percentage of respondents to the annual employee survey who strongly agree or somewhat agree that they plan to be working for Gunnison County five years from now.</li> <li>Percentage of respondents to the annual employee survey who rate the timeliness of recruitment assistance services from HR as excellent or good.</li> <li>Percentage of activity managers report that they have a strategic partner in the Human Resources office to help them achieve or improve their operational and strategic results.</li> <li>Percentage of respondents to the annual employee survey who rate the timeliness of benefits administration services as excellent or good.</li> <li>Percentage of open and posted positions that are filled within 60 days or less.</li> <li>Percentage of administrative department results not met where the primary reason is not having the employees needed to achieve the result.</li> <li>Activity expenditure per position supported.</li> </ul>

**2024 PLAN: C1a-c (Equity, Diversity, Inclusion)**

Gunnison County

[Home](#)[Strategic Re...](#)**Description**

By December 31, 2026, Gunnison County will facilitate efforts to progress equity, diversity, inclusion and belonging within the organizational culture and community by:

- a) By December 31, 2024, create a County staff EDIB workgroup.
- b) By December 31, 2025, develop a strategic plan to further enhance a welcoming and inclusive organizational culture that is reflected in our delivery of services.
- c) Partnering with the Gunnison Cultural Connection and exploring the potential to expand the program countywide.

Lead: ACM Reynolds and Human Resources Director Lauren Trautz

Team: CM Birnie, ACM Cattles, ACM Pagano, ACM Schmidt and CA Hoyt.

**Collaborators**

Joni Reynolds (Health & Human Services)



Lauren Trautz (Human Resources)

**Due Date**

12/31/26

**Strategic Result Completed?**

Feb-25

**Last Edited**

No

2/4/25 @ 4:50 PM

**Performance Narrative**

**Jun 2024 Update:** This was kept in the plan, with amended language.

**Jan 2024 Update:**

1. Gunnison County leadership and staff partnered with the City of Gunnison team for the Rural Welcoming Initiative and local community events. Gunnison County worked with Employer's Council and completed an EDIB employee survey in 2023. The Gunnison County team's draft EDIB values statement was reviewed by the Board of County Commissioners.
2. Recommendations for the strategic plan development are being drafted for review by the Board of County Commissioners.

# Human Resources Program

Human Resources Program

 Home

 Scorecards

 Measures

## Program Purpose Statement

The mission of the Human Resources Department is to provide information and personnel services to the public, the Commissioners and the County organization so they can experience and deliver excellent local government.

## Performance Narrative

### Program Key Results

-  Percentage of respondents to the annual employee survey who rate the overall quality of service provided by the Human Resources Department as good or excellent.
-  Percentage of activity managers report that they have a strategic partner in the Human Resources office to help them achieve or improve their operational and strategic results.
-  Percentage of administrative department results not met where the primary reason is not having the employees needed to achieve the result.

# Employee retention rate (administrative departments).

Human Resources Program

## Description

### Owner



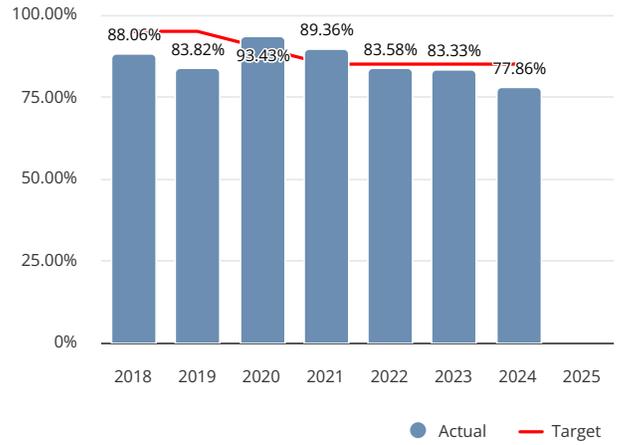
Lauren Trautz (Human Resources)

### Collaborators



Hailey Detert (Human Resources)

### Employee retention rate (administrative departments).



## Performance Narrative



# Percentage of respondents to the annual employee survey who state that recruitment assistance services from HR are excellent or good.

Human Resources Program



## Description

### Owner



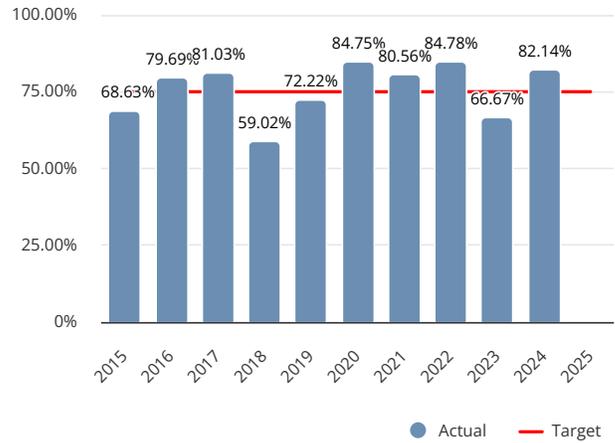
Lauren Trautz (Human Resources)

### Collaborators



Hailey Detert (Human Resources)

### Percentage of respondents to the annual employee survey state that recruitment assistance services from HR are excellent or good



## Performance Narrative

**Percentage of respondents to the annual employee survey who rate the overall quality of service provided by the Human Resources Department as good or excellent.**  
Human Resources Program

**Description**

**Owner**



Lauren Trautz (Human Resources)

**Collaborators**

**Percentage of respondents to the annual employee survey who rate the overall quality of service provided by the Human Resources Department as good or excellent.**



**Performance Narrative**

# Percentage of respondents to the annual employee survey who state that benefits administration services are excellent or good.

Human Resources Program

## Description

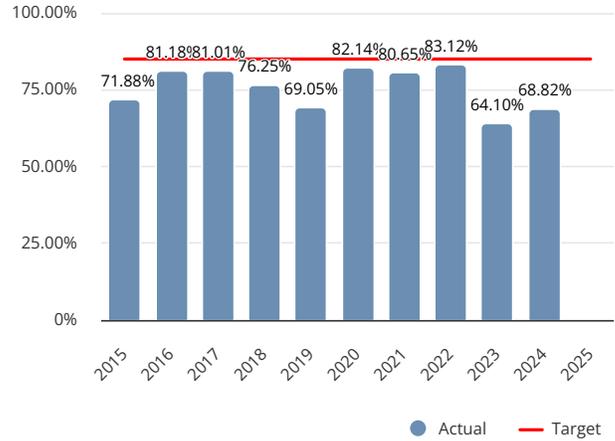
## Owner



Lauren Trautz (Human Resources)

## Collaborators

## Percentage of respondents to the annual employee survey state that benefits administration services are excellent or good



## Performance Narrative

# Percentage of respondents to the annual employee survey who strongly agree or somewhat agree that they have a good understanding of the benefits for which they are eligible.

Human Resources Program

[Home](#)

[Scorecards](#)

[Measures](#)

## Description

## Owner



Lauren Trautz (Human Resources)

## Collaborators

## Percentage of respondents to the annual employee survey strongly agree or somewhat agree that they have a good understanding of the benefits for which they are eligible



## Performance Narrative

# Percentage of respondents to the annual employee survey who strongly agree or somewhat agree that they would recommend working for Gunnison County to someone who asks.

Human Resources Program

## Description

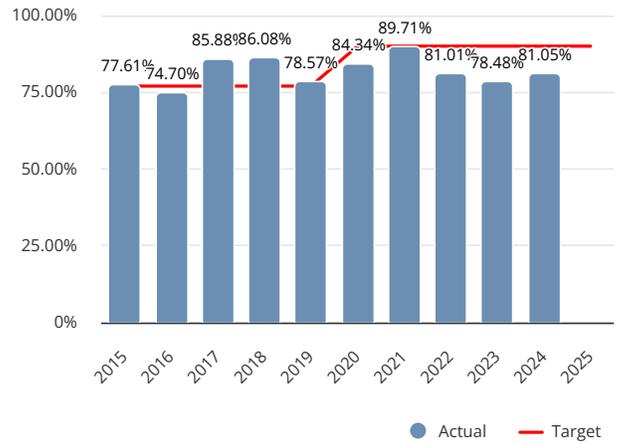
## Owner



Lauren Trautz (Human Resources)

## Collaborators

## Percentage of respondents to the annual employee survey strongly agree or somewhat agree that they would recommend working for Gunnison County to someone who asks.



## Performance Narrative

**Percentage of respondents to the annual employee survey who strongly agree or somewhat agree that they are satisfied with their jobs.**  
Human Resources Program

**Description**

**Owner**



Lauren Trautz (Human Resources)

**Collaborators**

**Percentage of respondents to the annual employee survey strongly agree or somewhat agree that they are satisfied with their jobs**



**Performance Narrative**

**Percentage of respondents to the annual employee survey who strongly agree or somewhat agree that Gunnison County is a good overall employer.**  
Human Resources Program

**Description**

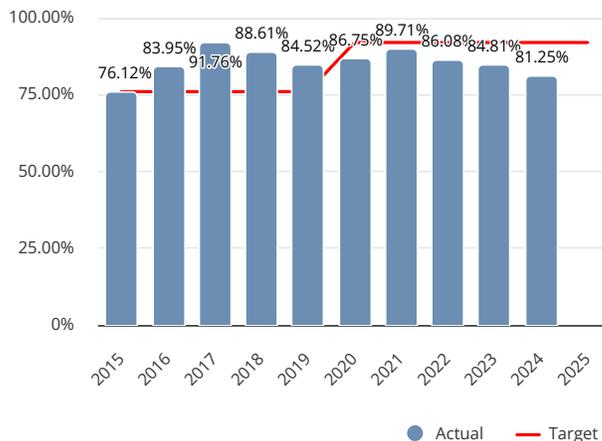
**Owner**



Lauren Trautz (Human Resources)

**Collaborators**

**Percentage of respondents to the annual employee survey strongly agree or somewhat agree that Gunnison County is a good overall employer.**



**Performance Narrative**



# Percentage of respondents to the annual employee survey who rate their immediate supervisor as excellent or good with regard to fostering an atmosphere of mutual trust and confidence.

Human Resources Program

[Home](#)

[Scorecards](#)

[Measures](#)

## Description

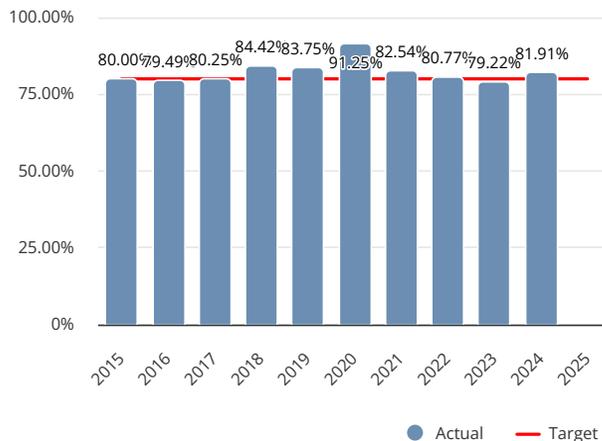
## Owner



Lauren Trautz (Human Resources)

## Collaborators

## Percentage of respondents to the annual employee survey rate their immediate supervisor as excellent or good with regard to fostering an atmosphere of mutual trust and confidence.



## Performance Narrative

**Percentage of respondents to the annual employee survey who strongly agree or somewhat agree that they plan to be working for Gunnison County five years from now.**  
Human Resources Program

**Description**

**Owner**



Lauren Trautz (Human Resources)

**Collaborators**

**Percentage of respondents to the annual employee survey who strongly agree or somewhat agree that they plan to be working for Gunnison County five years from now.**



**Performance Narrative**



# Percentage of respondents to the annual employee survey who rate the timeliness of recruitment assistance services from HR are excellent or good.

Human Resources Program

[Home](#)

[Scorecards](#)

[Measures](#)

## Description

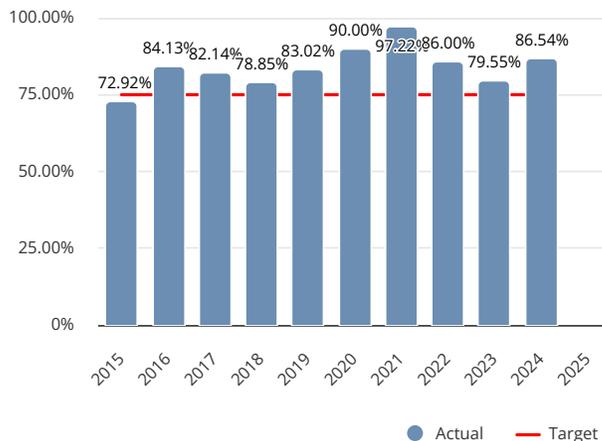
## Owner



Lauren Trautz (Human Resources)

## Collaborators

## Percentage of respondents to the annual employee survey who rate the timeliness of recruitment assistance services from HR are excellent or good.



## Performance Narrative



# Percentage of activity managers report that they have a strategic partner in the Human Resources office to help them achieve or improve their operational and strategic results.

Human Resources Program

[Home](#)

[Scorecards](#)

[Measures](#)

## Description

## Owner



Lauren Trautz (Human Resources)

## Collaborators

## Percentage of activity managers report that they have a strategic partner in the Human Resources office to help them achieve or improve their operational and strategic results.



## Performance Narrative

**Percentage of respondents to the annual employee survey who rate the timeliness of benefits administration services are excellent or good.**  
Human Resources Program

**Description**

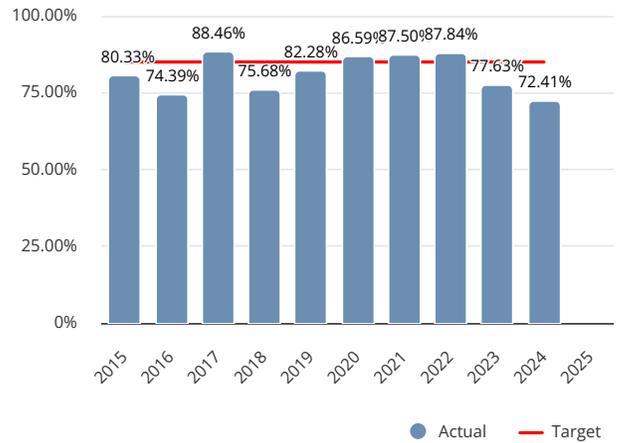
**Owner**



Lauren Trautz (Human Resources)

**Collaborators**

**Percentage of respondents to the annual employee survey who rate the timeliness of benefits administration services are excellent or good.**



**Performance Narrative**



# Percentage of open and posted positions that are filled within 60 days or less.

Human Resources Program

[Home](#)

[Scorecards](#)

[Measures](#)

## Description

### Owner



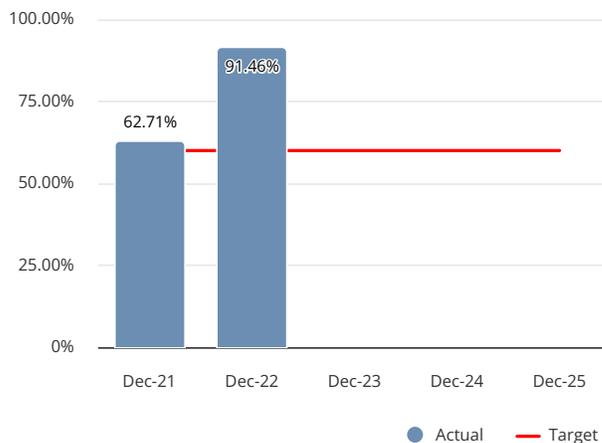
Lauren Trautz (Human Resources)

### Collaborators



Hailey Detert (Human Resources)

### Percentage of open and posted positions that are filled within 60 days or less.



## Performance Narrative



# Percentage of administrative department results not met where the primary reason is not having the employees needed to achieve the result.

Human Resources Program

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[Scorecards](#)

[Measures](#)

## Description

### Owner



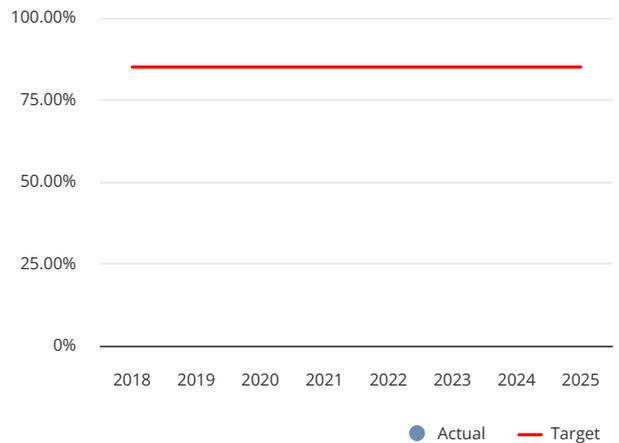
Lauren Trautz (Human Resources)

### Collaborators



Hailey Detert (Human Resources)

### Percentage of administrative department results not met where the primary reason is not having the employees needed to achieve the result.



## Performance Narrative

# Activity expenditure per position supported.

Human Resources Program

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[Scorecards](#)

[Measures](#)

## Description

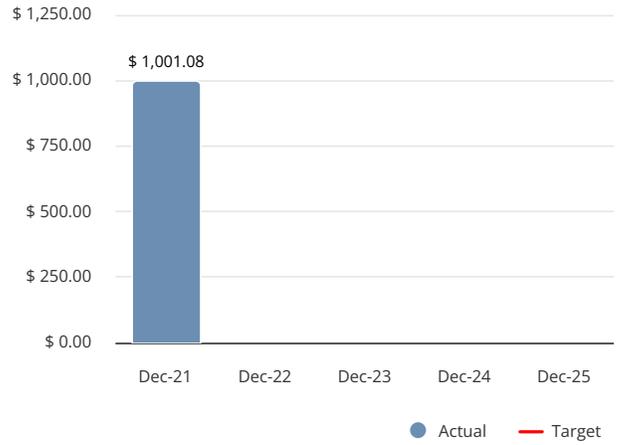
### Owner

 Lauren Trautz (Human Resources)

### Collaborators

 Hailey Detert (Human Resources)

### Activity expenditure per position supported.



## Performance Narrative

**AGENDA ITEM or FINAL CONTRACT REVIEW SUBMITTAL FORM**

**Agenda Item:** Emergency Management Performance Update

**Action Requested:** Discussion

**Parties to the Agreement:**

**Term Begins:**

**Term Ends:**

**Grant Contract #:**

**Summary:**

Emergency Management update

**Fiscal Impact:**

**Submitted by:** Scott Morrill

**Submitter's Email Address:** smorrill@gunnisoncounty.org

**Finance Review:**

Required

Not Required

Comments:

Reviewed by:

Discharge Date:

**County Attorney Review:**

Required

Not Required

Comments:

Reviewed by:

Discharge Date:

Certificate of Insurance Required

Yes  No

**County Manager Review:**

Comments:

Reviewed by: GUNCOUNTY1\mbirmie

Discharge Date: 3/21/2025

Consent Agenda

Regular Agenda

Worksession

Time Allotted: 20

Agenda Date: 3/25/2025

## EMERGENCY MANAGEMENT

Citizens, County departments and local first-response agencies will demonstrate increased confidence in their ability to successfully prepare, respond to, and recover from emergencies as a result of:

- 90% of public warning messages are sent within 8 minutes of receiving the request (average from 2016 baseline);

**Update:** Gunnison Dispatch now sends immediate/life safety alerts and warnings. (This is standard best practice across the nation). For 2024, there were no incidents requiring emergency notification. There were a number of informational messages requested and sent to the public regarding the Hwy 50 bridge closures.

- 95% of EOC-function requests prompt action within 10 minutes of the request (average from 2013 baseline);

**Update:** For 2024, Numerous requests were made of the EOC during the US Hwy 50 closures. All were acted on immediately, though given the unique nature of this event, fulfilling some of the requests took longer than normal.

- 90% of full-time, permanent administrative-department staff members are trained in NIMS appropriate to their role (average from 2018 baseline);

**Update:** No current data on NIMS trained staff. Working with HR, we've determined that HR is best suited to track this metric through Paylocity

- 10 people are trained in various aspects of operating the EOC (average from 2014 baseline);

**Update:** This includes primarily County staff, though there are staff from other organizations (municipalities, fire districts, GVH etc.) and volunteers. We conduct monthly EOC trainings, with 10 – 15 people usually attending.

- By 12/31/2024, 75 local and regional contacts participate in the Gunnison County Joint Information System;

**Update:** This has become a regional effort, with the West Region Counties supporting each other, and also receiving assistance from State and Federal PIO's. A staff member from HHS has taken a significant role in acting as PIO through the Lowline fire, the Hwy 133 washout and the Hwy 50 bridge closure. She has established excellent relationships with other certified PIO's around the state and she has been a huge asset to the EOC through these events.

- By 12/31/2024, 100% of administrative-department Continuity of Operations Plans have been reviewed and updated within the previous 24 months;

**Update:** For 2024, seven departments updated their COOPs. The majority of updates relate to staff changes, and updating contact information for existing and new staff. EM will follow up with departments that have not updated their COOPs in the past two years.

- By 12/31/2025, 70% of respondents to the biennial Citizen Survey indicate that emergency preparedness services offered by Gunnison County are good or excellent.

**Update:** no survey for 2024

### **Emerging Issues for Consideration:**

- New Deputy Emergency Manager / EPR Coordinator Ryan White hired and began work Dec 9 2024
- In the process of hiring a new Director, with an anticipated start date of mid-May.
- The Gunnison County Emergency Operations Plan (EOP) was updated and adopted by the BoCC by Dec 17, 2024. The EOP is updated and adopted by the BoCC on a 3-year cycle.
- The Hazard Mitigation Plan (FEMA required) will be updated in 2025, with adoption by Jan 2026. Gunnison County secured a federal BRIC grant for \$93K to hire a contractor for the HMP update. A contractor has been selected and pending contract approval and release of federal funds, we will begin work in late March

- The Community Wildfire Protection Plan update is in progress and should be completed by late Mar – mid April. We've had incredible engagement from all stakeholders. There is considerable excitement about this update, as we are incorporating two science based and ground-truthed data sets in the plan which has never been attempted before. This has created a lot of extra work, but the end product will be a valuable tool for mitigation and response purposes.
- The Colorado Emergency Preparedness Assessment for Gunnison County was updated Oct 2024. This is a valuable tool for all agencies to utilize in addressing needs and gaps in relation to the various threats we face in the County.
- The impact of climate change on disasters. More severe storms, longer fire season, drought.
- Push to get additional COOPs updated in 2025.
- Continuing need across the County organization for a PIO/Communications Director for external communications. In addition to day-to-day marketing and communications activities, this position could be utilized as a PIO during emergencies as well. This gap has been identified as the number one or two issue needing improvement in every incident, exercise, and response assessment over the past 15 years.
- The US Hwy 50 Bridge closure had a significant impact on the entire valley, and EM was not immune to those impacts. The EOC was activated from Apr 18 – Jun 9. A Type 3 Incident Management Team was in the EOC from Apr 29 – June 9, one of the longest T 3 IMT deployments in CO IMT history. Many lessons learned, and in the emergency services world, there is amazing and continuing interest in this incident. To date, there have been four presentations given at different conferences, with a fifth scheduled for late Apr.

**PERFORMANCE REPORT**  
**for the**  
**Emergency Management**  
**Department**



**Emergency Management Department**

Element	Summary Views	Detail Views
Scorecards	<ul style="list-style-type: none"> <li>• <a href="#">Department Structure &amp; Strategic Results</a></li> </ul>	
Strategic Results		<ul style="list-style-type: none"> <li>• 90% of urgent life/safety public warning messages are sent from the EOC within 8 minutes of receiving the request.</li> <li>• 95% of EOC-function requests prompt action within 10 minutes of the request (average from 2013 baseline).</li> <li>• 90% of full-time, permanent administrative-department staff members are trained in NIMS appropriate to their role (average from 2018 baseline).</li> <li>• 10 people are trained in aspects of operating the EOC (average from 2014 baseline).</li> <li>• By 12/31/2023, 100% of administrative-department Continuity of Operations Plans have been reviewed and updated within the previous 24 months.</li> <li>• By 12/31/2025, 70% of respondents to the biennial Citizen Survey indicate that emergency preparedness services offered by Gunnison County are good or excellent</li> </ul>

**Emergency Management Program**

Element	Summary Views	Detail Views
Scorecards	<ul style="list-style-type: none"> <li>• <a href="#">Alignment Matrix</a></li> </ul>	
Measures		<ul style="list-style-type: none"> <li>• Percentage of respondents to the annual employee survey who rate the overall quality of service provided by the Emergency Management Department as good or excellent.</li> <li>• Percentage of respondents to the biennial Citizen Survey who indicate that emergency preparedness services offered by Gunnison County are good or excellent.</li> <li>• Number of local and regional contacts who participate in the Gunnison County Joint Information System.</li> <li>• Percentage of full-time, permanent administrative-department staff members are trained in NIMS appropriate to their role.</li> <li>• Number of people who are trained in aspects of operating the EOC.</li> <li>• Percentage of administrative-department Continuity of Operations Plans that have been reviewed and updated within the previous 24 months.</li> <li>• Percentage of administrative departments that, upon review and update of their Continuity of Operations Plans, confirm that all their employees can demonstrate competencies appropriate to their roles specified in their Plans.</li> <li>• Percentage of public warning messages that are sent within 8 minutes of receiving the request.</li> <li>• Percentage of EOC-function requests that prompt action within 10 minutes of the request.</li> </ul>

## Department Structure & Strategic Results

Emergency Management Department

[Home](#)[Scorecards](#)[Strategic Re...](#)

### Department Mission

The mission of the Emergency Management Department is to provide comprehensive emergency management services to Gunnison County agencies, first responders and citizens so they have the necessary tools, information and assistance to develop and implement effective mitigation, preparedness activities, and response and recovery plans.

### Program / Activity Structure

[Emergency Management Program](#)

- [Mitigation and Preparedness](#)
- [Response and Recovery](#)

### Strategic Results

Citizens, County departments and local first-response agencies will demonstrate increased confidence in their ability to successfully prepare for, respond to and recover from emergencies as a result of:

- 90% of urgent life/safety public warning messages are sent from the EOC within 8 minutes of receiving the request;
- 95% of EOC-function requests prompt action within 10 minutes of the request (average from 2013 baseline);
- 90% of full-time, permanent administrative-department staff members are trained in NIMS appropriate to their role (average from 2018 baseline);
- 10 people are trained in aspects of operating the EOC (average from 2014 baseline);
- By 12/31/2023, 100% of administrative-department Continuity of Operations Plans have been reviewed and updated within the previous 24 months; and
- By 12/31/2025, 70% of respondents to the biennial Citizen Survey indicate that emergency preparedness services offered by Gunnison County are good or excellent.

 **90% of urgent life/safety public warning messages are sent from the EOC within 8 minutes of receiving the request.**  
Emergency Management Department

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 Scorecards

 Strategic Re...

**Description**

**Owner**



Scott Morrill (Emergency Management)

**Due Date**

12/31/24

**Last Edited**

2/4/25 @ 3:56 PM

**Strategic Result Completed?**

Feb-25

No

**Performance Narrative**

 **95% of EOC-function requests prompt action within 10 minutes of the request (average from 2013 baseline).**  
Emergency Management Department

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 Strategic Re...

**Description**

**Owner**



Scott Morrill (Emergency Management)

**Due Date**

12/31/24

**Last Edited**

2/4/25 @ 3:57 PM

**Strategic Result Completed?**

Feb-25

No

**Performance Narrative**



**90% of full-time, permanent administrative-department staff members are trained in NIMS appropriate to their role (average from 2018 baseline).**

Emergency Management Department

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[Strategic Re...](#)

**Description**

**Owner**



Scott Morrill (Emergency Management)

**Due Date**

12/31/24

**Last Edited**

2/4/25 @ 3:57 PM

**Strategic Result Completed?**

Feb-25

No

**Performance Narrative**

 **10 people are trained in aspects of operating the EOC (average from 2014 baseline).**  
Emergency Management Department

 Home

 Scorecards

 Strategic Re...

**Description**

**Owner**

 Scott Morrill (Emergency Management)

**Due Date**

12/31/24

**Last Edited**

2/4/25 @ 3:57 PM

**Strategic Result Completed?**

Feb-25

No

**Performance Narrative**

 **By 12/31/2023, 100% of administrative-department Continuity of Operations Plans have been reviewed and updated within the previous 24 months.**  
Emergency Management Department

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 [Strategic Re...](#)

**Description**

**Owner**

 Scott Morrill (Emergency Management)

**Due Date**

12/31/23

**Last Edited**

2/4/25 @ 3:58 PM

**Strategic Result Completed?**

Feb-25

No

**Performance Narrative**



# By 12/31/2025, 70% of respondents to the biennial Citizen Survey indicate that emergency preparedness services offered by Gunnison County are good or excellent

Emergency Management Department

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[Strategic Re...](#)

## Description

### Owner



Scott Morrill (Emergency Management)

### Due Date

12/31/25

### Last Edited

2/4/25 @ 3:58 PM

### Strategic Result Completed?

Feb-25

No

## Performance Narrative

# Emergency Management Program

Emergency Management Program

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## Program Purpose Statement

The purpose of the Emergency Management Program is to provide mitigation, preparedness, response and recovery information services to the public, County departments and first responders so that they can effectively prepare for and respond to emergencies.

## Performance Narrative

## Program Key Results

-  Percentage of respondents to the biennial Citizen Survey who indicate that emergency preparedness services offered by Gunnison County are good or excellent.
-  Number of local and regional contacts who participate in the Gunnison County Joint Information System.
-  Percentage of respondents to the annual employee survey who rate the overall quality of service provided by the Emergency Management Department as good or excellent.
-  Percentage of full-time, permanent administrative-department staff members are trained in NIMS appropriate to their role.
-  Number of people who are trained in aspects of operating the EOC.
-  Percentage of administrative-department Continuity of Operations Plans that have been reviewed and updated within the previous 24 months.
-  Percentage of administrative departments that, upon review and update of their Continuity of Operations Plans, confirm that all their employees can demonstrate competencies appropriate to their roles specified in their Plans.
-  Percentage of public warning messages that are sent within 8 minutes of receiving the request.
-  Percentage of EOC-function requests that prompt action within 10 minutes of the request.



# Percentage of respondents to the annual employee survey who rate the overall quality of service provided by the Emergency Management Department as good or excellent.

Emergency Management Program

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## Description

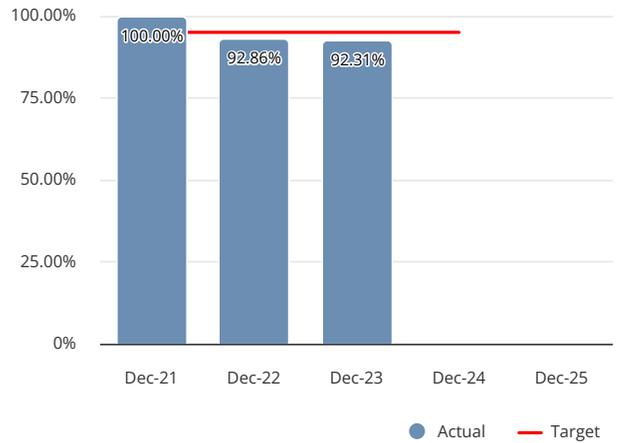
### Owner



Scott Morrill (Emergency Management)

### Collaborators

### Percentage of respondents to the annual employee survey who rate the overall quality of service provided by the Emergency Management Department as good or excellent.



## Performance Narrative

# Percentage of respondents to the biennial Citizen Survey who indicate that emergency preparedness services offered by Gunnison County are good or excellent.

Emergency Management Program

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## Description

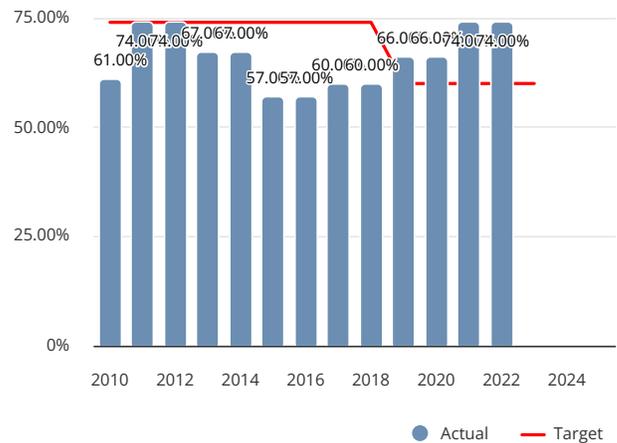
## Owner



Scott Morrill (Emergency Management)

## Collaborators

## Percentage of respondents to the biennial Citizen Survey who indicate that emergency preparedness services offered by Gunnison County are good or excellent.



## Performance Narrative

# Number of local and regional contacts who participate in the Gunnison County Joint Information System.

Emergency Management Program

## Description

The ability to quickly and effectively disseminate accurate and timely information to the public and media is one of the more critical functions of managing an emergency. Having an established JIS ensures we have processes, systems and adequate staffing to fulfill this function.

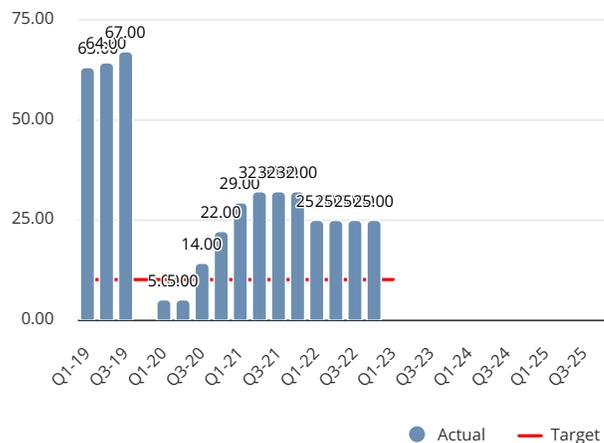
## Owner



Scott Morrill (Emergency Management)

## Collaborators

## Number of local and regional contacts who participate in the Gunnison County Joint Information System.



## Performance Narrative

# Percentage of full-time, permanent administrative-department staff members are trained in NIMS appropriate to their role.

Emergency Management Program

## Description

### Owner



Scott Morrill (Emergency Management)

### Collaborators

### Percentage of full-time, permanent administrative-department staff members are trained in NIMS appropriate to their role.



## Performance Narrative

# Number of people who are trained in aspects of operating the EOC.

Emergency Management Program

## Description

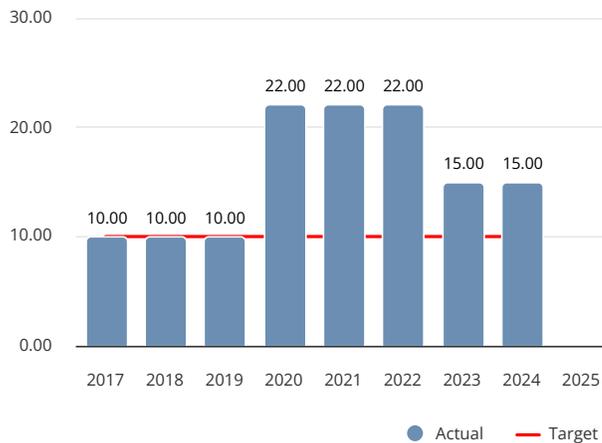
The number of people trained in one or more aspects of operating/managing the EOC. This includes County staff, staff from other organizations (municipalities, fire districts, GVH etc.) and volunteers. Though the annual goal is 10 people, when the pandemic hit in Q2 of 2020, many people quickly received an education in EOC operations that they may or may not have wanted. Regardless, there is now a solid cadre of people trained to work in the EOC. The goal now is to keep them all engaged.

## Owner

 Scott Morrill (Emergency Management)

## Collaborators

## Number of people who are trained in aspects of operating the EOC.



## Performance Narrative

# Percentage of administrative-department Continuity of Operations Plans that have been reviewed and updated within the previous 24 months.

Emergency Management Program

## Description

Continuity of Operations Plans ensure that county departments are capable of providing critical services and function at a base line level on a bad day. This measure is dependent on Department Directors updating their plans annually. Note that beginning in 2019, we began tracking only administrative (not elected) departments.

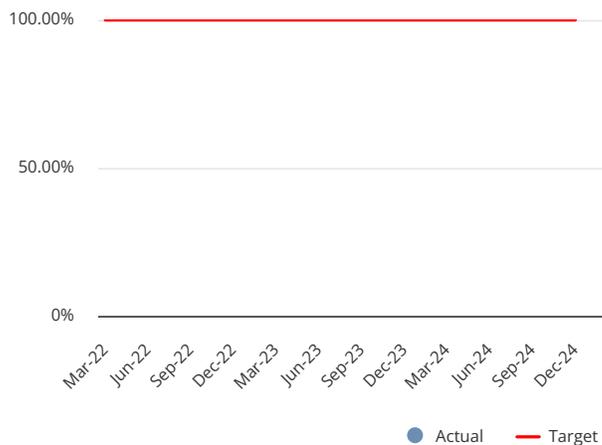
## Owner



Scott Morrill (Emergency Management)

## Collaborators

## Percentage of administrative-department Continuity of Operations Plans that have been reviewed and updated within the previous 24 months.



## Performance Narrative

# Percentage of administrative departments that, upon review and update of their Continuity of Operations Plans, confirm that all their employees can demonstrate competencies appropriate to their roles specified in their Plans.

Emergency Management Program

## Description

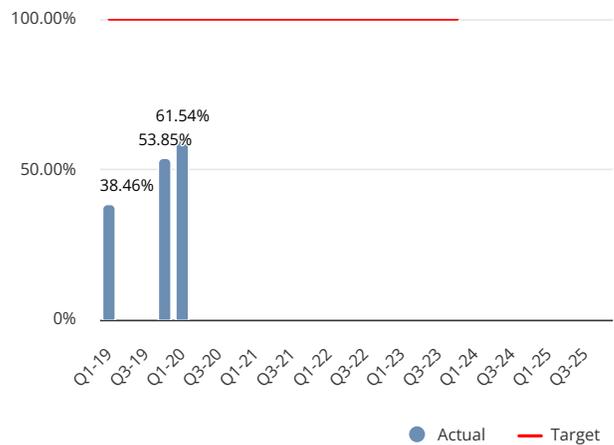
Continuity of Operations Plans ensures that all County departments can function at a basic level, and provide critical services on a bad day. This measure ensures not only that departments have a Continuity of Operations Plan, but that staff understand their role in the plan. This measure is dependent on Department Directors updating their plans, and training staff. No data for Q3 2020 to present. Note that several departments implemented their COOPs during the pandemic.

## Owner

 Scott Morrill (Emergency Management)

## Collaborators

## Percentage of administrative departments that, upon review and update of their Continuity of Operations Plans, confirm that all their employees can demonstrate competencies appropriate to their roles specified in their Plans.



## Performance Narrative



# Percentage of public warning messages that are sent within 8 minutes of receiving the request.

Emergency Management Program

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## Description

A critical task in the EOC is sending public warning / notifications when requested by the Incident Commander. These warnings / notifications often have life / safety implications, so it is important that they are sent as soon as possible.

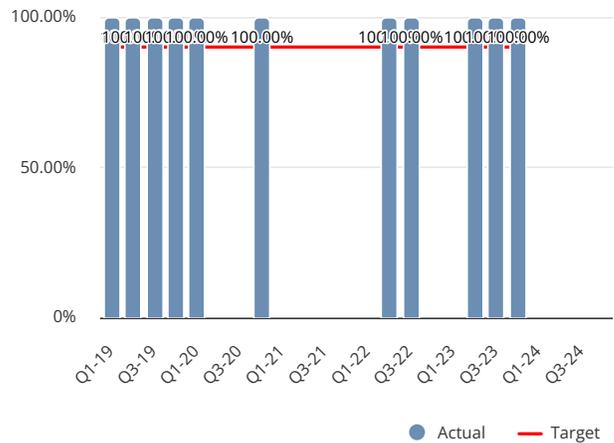
## Owner



Scott Morrill (Emergency Management)

## Collaborators

## Percentage of public warning messages that are sent within 8 minutes of receiving the request.



## Performance Narrative

There were two non-emergent notification messages sent to a few homes around the Lowline Fire area late last year. There have been no requests for public warnings messages in 2024. (Knocking on wood!)



# Percentage of EOC-function requests that prompt action within 10 minutes of the request.

Emergency Management Program

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## Description

This measure is derived from the number of documented requests (public warning/notification, resource orders etc.) received in the EOC during an incident.

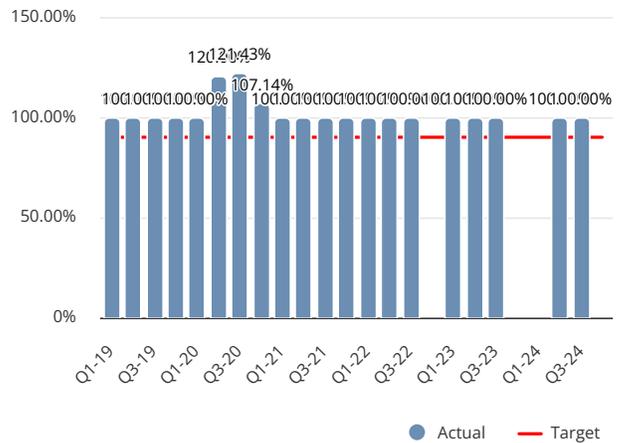
## Owner



Scott Morrill (Emergency Management)

## Collaborators

## Percentage of EOC-function requests that prompt action within 10 minutes of the request.



## Performance Narrative

**AGENDA ITEM or FINAL CONTRACT REVIEW SUBMITTAL FORM**

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**Agenda Item:** Veteran Services Performance Update

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**Action Requested:**

**Parties to the Agreement:**

**Term Begins:**

**Term Ends:**

**Grant Contract #:**

**Summary:**

Veteran Services Update

**Fiscal Impact:**

**Submitted by:** Holly Perry for Steve Otero

**Submitter's Email Address:** hperry@gunnisoncounty.org

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**Finance Review:**

Required

Not Required

Comments:

Reviewed by:

Discharge Date:

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**County Attorney Review:**

Required

Not Required

Comments:

Reviewed by:

Discharge Date:

Certificate of Insurance Required

Yes  No

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**County Manager Review:**

Comments:

Reviewed by: GUNCOUNTY1\mbirmie

Discharge Date: 3/21/2025

Consent Agenda

Regular Agenda

Worksession

Time Allotted: 20

Agenda Date: 3/25/2025

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# VETERAN SERVICES

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GUNNISON COUNTY, COLORADO

STEVE OTERO



# VETERAN SERVICES

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2024-25 YTD

Cases Opened, Contested, Pending ALJ Review - 38

Events - 17 outreach, mobile medical unit monthly VA visits to American Legion from Grand Junction VAMC (highest health enrollment % area), 4<sup>th</sup> of July F-16 flyover, Cattlemen's Days Marine Corps Mounted Color Guard

Veteran population remains stable and leaning above 60 y/o

Minimum 6 months wait time for VA claims, more like 8 avg

# VETERAN SERVICES

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- ▶ 2019 Gunnison County Vet Population – 759
- ▶ Total Expenditure - \$5,116,000
- ▶ Comp & Pen - \$2,565,000
- ▶ Education - \$434,000
- ▶ Medical Care - \$2,065,000
- ▶ Unique Patients – 224
- ▶ 2022 Gunnison County Vet Population – 812 (per VA, Census-890)
- ▶ Total Expenditure - \$5,186,000
- ▶ Comp & Pen - \$2,940,000
- ▶ Education - \$365,000
- ▶ Medical Care - \$1,864,000
- ▶ Unique Patients – 222
- ▶ 2025 Gunnison County Vet Population – 827 (per VA, Census-890, local data 900)
- ▶ Total Expenditure - \$7,169,000
- ▶ Comp & Pen - \$4,190,000
- ▶ Education - \$410,000
- ▶ Medical Care - \$2,569,000
- ▶ Unique Patients – 195

# VETERAN SERVICES

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- American Legion building for the next generation
- VA Mobile Medical Unit serving Gunnison and surrounding counties – Second Tues and Weds
- VAG application submitted, 1<sup>st</sup> week of June notification of funding
- Continued support of federal legislative efforts which benefit rural veterans – “Task Force on Outdoor Recreation for Veterans” bi-monthly meetings in DC area – ends Sept '25
- S.141 – Sen. Elizabeth Dole Act passed – more medical coverage for rural veterans enrolled in VA healthcare, \$10M state targeted federal grants appropriated for CVSOS in FY 26 and 27

# VETERAN SERVICES

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## Discussion

Data sources are local collection, VA.gov, Census.gov