BUSINESS 3B
COMMISSIONER AGENDA ITEM REQUEST

Proposed Commissioner Meeting Date: January 27, 2026

Department: Administrator

Staff Contact: Vicky Edwards

Type:

	Consent Agenda
X	**Business Item**
	Resolution
	Public Hearing
	Other Business

Title of Requested Item for the Agenda: Discussion with Janet Rowland and Consideration of the Rio Blanco County Strategic Plan.

Requested Commissioner Action: Approval

X	**Documents Attached**	**Documents Emailed Separately**



Rio Blanco County

Strategic Plan

2026-2028

County Commissioners



Doug Overton
Commissioner District 1

"We are committed to responsible stewardship of public resources, transparent decision-making, and thoughtful planning."



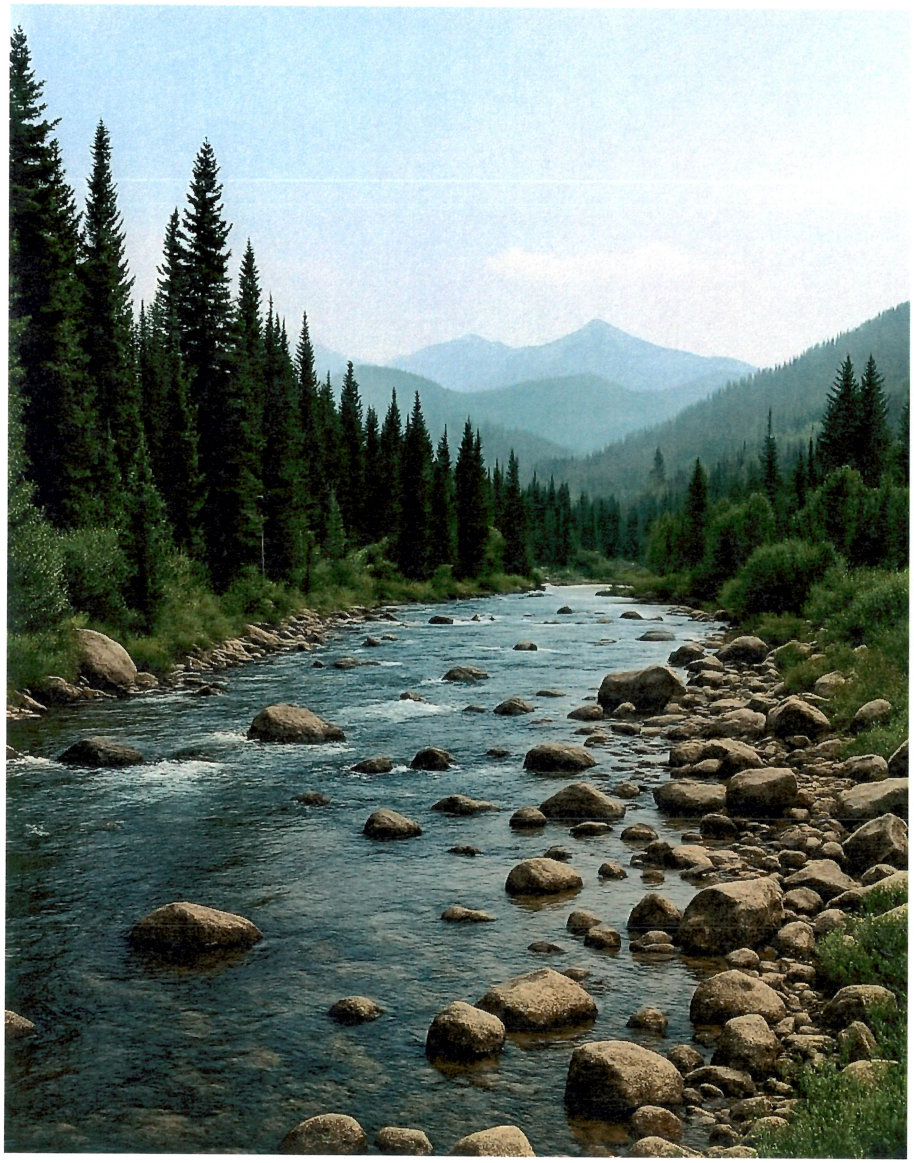
Jennifer O'Hearon
Commissioner District 2

"This strategic plan provides a framework for decisions that look beyond short-term fixes to consider long-term impacts, and responsible use of public resources,"



Callie Scritchfield
Commissioner District 3

"The plan is intended to bring clarity and consistency to how decisions are evaluated and how resources are prioritized."



Executive Summary

- **A clear framework** to guide Rio Blanco County's decision-making, budgeting, and operations.
- Grounded in **responsible stewardship, transparency, and long-term sustainability**, the plan honors the County's rural character while preparing thoughtfully for the future.
- Not a project list — it's a **decision-making framework**



OUR MISSION

The mission of Rio Blanco County is to provide quality services with fairness, respect, and professionalism, reflecting our unique customs and culture.

OUR VISION

Rio Blanco County is the place of choice to live, work, play, and grow; honoring our heritage, protecting our landscapes, balancing agriculture, industry and energy development, and recreation to collaboratively build a sustainable, resilient future for all.

Pillars

#1 Responsible Stewardship of County Assets and Infrastructure

How the County governs and manages what it owns.



#2 Transparent & Sustainable Fiscal and Workforce Stewardship

How the County manages public dollars and workforce investments.

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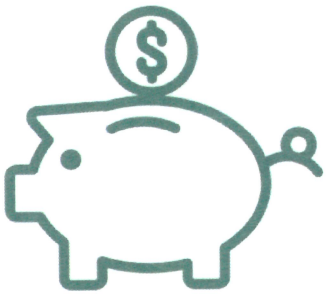
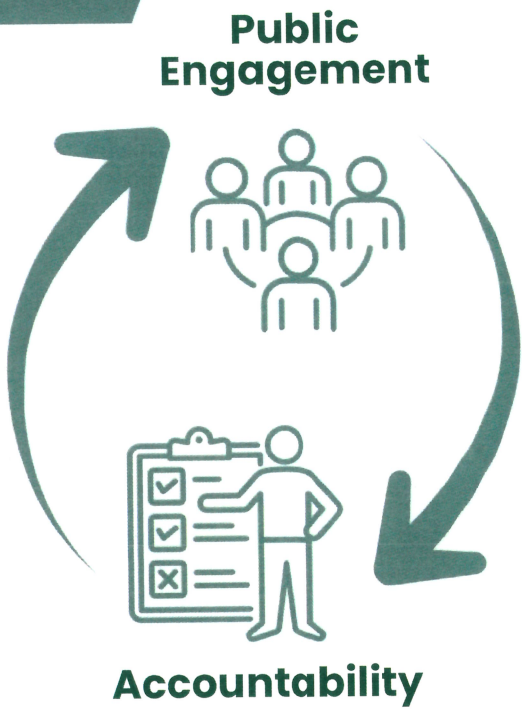


#2 Transparent & Sustainable Fiscal and Workforce Stewardship

How the County manages public dollars and workforce investments.



How the Plan Works

Strategic Prioties

Long-term Direction Under Each Pillar

Where are we going?

Goals

Implementation Detail

How will we get there?

Outcomes

Measurable or Observable Change

What will it look like?

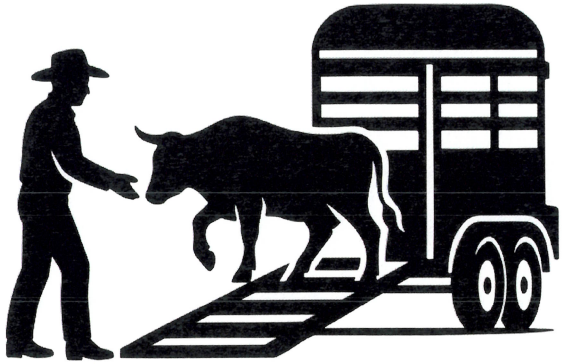
Within the two pillars, this framework guides **intentional direction**, **transparent action,** and **long-term stewardship.**

Pillar 1: Responsible Stewardship of County Assets and Infrastructure

Strategic Priority: Infrastraucture & Facility Management

GOAL: Reorganize fairgrounds management by consolidating oversight into one **Fairgrounds Manager** within the **Road & Bridge** to maintain facilities to a consistent standard.

- **Road & Bridge** will handle fairgrounds maintenance.
- **Facilities** will handle building maintenance.



OUTCOMES:

- Streamlined management
- Fairground & Columbine maintained consistently
- Transparent decision-making with input from an Advisory Committee

Pillar 1: Responsible Stewardship of County Assets and Infrastructure

Strategic Priority: Infrastraucture & Facility Management

GOAL: Established a unified Management and Operations Plan for both airports

OUTCOMES: A consistent management and operational framework that:

- Standardizes practices & ensures compliance with contracts and policies.
- Improves financial oversight and maximizes return on investment.
- Enhance operational efficiency & transparency
- Provide a clear path forward for long-term management, including consideration of professional airport management staffing.



Pillar 1: Responsible Stewardship of County Assets and Infrastructure

Strategic Priority: Transportation & Roadway Decision-Making

GOAL: Evaluate county roads for potential **vacation or reduced maintenance** by confirming right-of-way ownership, documenting conditions and age, and assessing usage, accessibility, community impact, and financial constraints.

OUTCOMES:

- The county will have a **clear, documented framework** for **road management decisions** that ensures transparency, fiscal responsibility, and flexibility.
- Roads will be **evaluated consistently**, with the ability to scale maintenance levels up or down as resources and community needs change.



Pillar 1: Responsible Stewardship of County Assets and Infrastructure

Strategic Priority: Asset Evaluation & Governance

GOAL: Explore and evaluate options for potential divestiture or restructuring of the **county's role in Fairfield Housing.**

OUTCOMES:

- The county will review its role in Fairfield Housing, **with input from residents** and **stakeholders**, **to determine** whether restructuring, divestiture, or continued management is **the best path forward.**
- The decision will be **transparent**, **fiscally responsible**, and **balanced** with community needs and long-term financial priorities.



Pillar 1: Responsible Stewardship of County Assets and Infrastructure

Strategic Priority: Fleet & Equipment Stewardship

GOAL 1: Minimize the number of vehicles in the fleet while maintaining efficiency for transportation

OUTCOMES:

- The county will **establish clear policies, test innovative alternatives**, and **implement evaluation criteria** to
- Ensure **vehicles are managed cost-effectively, fairly, and with long term sustainability in mind.**



Pillar 1: Responsible Stewardship of County Assets and Infrastructure

Strategic Priority: Fleet & Equipment Stewardship

GOAL 2: Adopt formal interdepartmental fleet use and maintenance policies.

OUTCOMES:

- All departments will operate under a transparent, standardized fee structure for vehicle use and maintenance.
- Costs will be equitably distributed, eliminating unintended subsidies

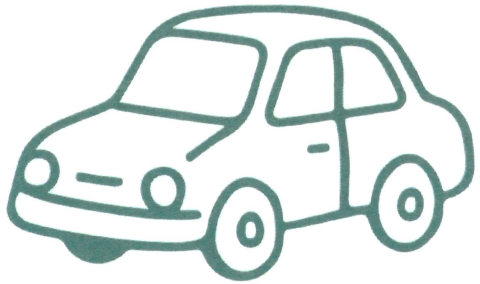


Pillar 1: Responsible Stewardship of County Assets and Infrastructure

Strategic Priority: Fleet & Equipment Stewardship

GOAL 3: Pilot a vehicle leasing program in select departments.

OUTCOMES:
The county will test whether leasing vehicles provides cost savings and operational efficiencies, using pilot programs before making countywide decisions.



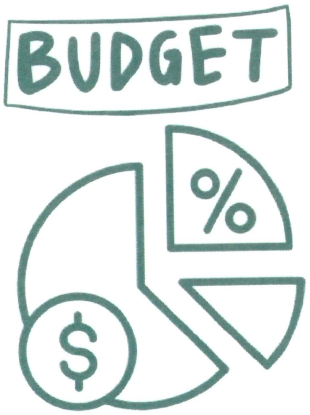
Pillar 2: Transparent & Sustainable Fiscal & Workforce Stewardship

Strategic Priority: Financial Transparency and Reporting

GOAL: Enhance transparency and accountability in county finances by ensuring clear understanding of fund balances, restrictions, and revenue allocation.

OUTCOMES:

- Commissioners will be equipped to make well-informed and transparent budget decisions, supported by clear reporting, fund balance reviews, and a policy framework that guides the allocation of earned revenue.
- This will build public trust and ensure that facility-generated income is reinvested strategically.



Pillar 2: Transparent & Sustainable Fiscal & Workforce Stewardship

Strategic Priority: Fiscal Management & Purchasing Oversight

GOAL: Review and strengthen purchasing policies, including the use of credit cards and purchasing approval protocols.

OUTCOMES: Clear, consistent, and enforceable purchasing policies that reduce financial risk, ensure proper oversight, reduce number of county credit cards used by staff and build public confidence in the county's fiscal responsibility.

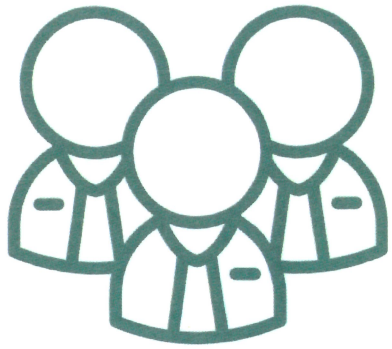


Pillar 2: Transparent & Sustainable Fiscal & Workforce Stewardship

Strategic Priority: Employee Compensation & Workforce Investment

GOAL: Develop and adopt a formal county-wide employee classification system aligned with updated job descriptions and pay scales.

OUTCOMES: A consistent, transparent, and equitable compensation system will be in place, supporting fair pay, clear job classifications, and competitive benefits that strengthen recruitment, retention, and employee trust.



Thank You