

John Galusha, Chairman
Arica Andreatta, Commissioner
Karl Sporleder, Commissioner



HUERFANO COUNTY GOVERNMENT GRANT APPROVAL MEMORANDUM

Date: January 31, 2023
To: Huerfano County Board of County Commissioners
From: Carl Young, County Administrator
Re: Best and Brightest Fellowship Program
Attachments: Request Letter, Draft Job Description, Work Plan, Mentoring Plan, Community Profile, Program Overview and Timeline.

Summary: This is a request to submit an application, in the form of a request letter and supporting materials, to the Colorado Department of Local Affairs (DOLA) for the County to participate in the Best and Brightest Fellowship Program and host a Masters student for two years. The required match from the County is \$40,000 or \$20,000 per year.

Requested Motion/Action:

Motion to approve the application for the Best and Brightest Fellowship Program, commit the required match of \$20,000 per year, and request an Amount from DOLA that covers all remaining salary and benefits.

Grant Program:

The Department of Local Affairs Best and Brightest Management Fellowship Program, formerly the Cathy Shipley Best and Brightest Internship Program, partners with counties, municipalities and universities across the state, striving to meet the needs of communities, engage future leaders, and meet students where they are in their professional development, connecting them to community work that sparks their curiosity and leads them to work in public service. Initially named in recognition of a former DOLA Regional Manager whose career trajectory, dedication, and love of local government exemplified the model, this program combines classroom studies with the real world experience of working in the public sector. The Department of Local Affairs has long supported increasing capacity in rural Colorado, finding innovative ways for communities to meet their current administrative needs and look towards the future. This program actively forwards equity, diversity, and inclusion in public service and public administration studies. An integral component of that work is helping to mold new community leaders and setting the stage for their success.

Our Project:

Under the direction and mentorship of the County Administrator the Fellow will be exposed to and gain experience in many areas of County Government. The County will be providing a learning environment and mentor the development of a future County Administrator or Manager. We will offer a variety of project activities including departmental rotations allowing the intern the opportunity for direct mentorship by shadowing an assortment of people with differing management styles and departmental goals. The Fellow will spend their first few weeks shadowing the County Administrator, attending meetings, and gaining familiarity with County operations, key projects,

partnerships, and the communities. After the introductory period the Fellow will begin working on assigned projects and initiatives. During the second year of the program the Fellow's responsibilities and project assignments may be altered to suite the Fellow's interests and ensure further professional development and growth.

Alignment with County Objectives:

This program will provide the County with additional capacity, at well below market cost, to help advance County projects.

Financial Considerations:

The County would be expected to contribute a total of \$40,000 over two years towards Salary and Benefits for the Fellow. County Staff will be expected to provide guidance and mentorship.

Signature of the Chair

Approved

Denied