

Steve O'Dorisio

Reflection

Steve O'Dorisio | Oct. 8, 2026

ADAMS COUNTY
COLORADO

Overview

- Leadership Journey
- Unincorporated Adams County
- 12 Years of Service
- Q&A

ADAMS COUNTY
COLORADO

Leadership Journey

- Leadership Journey
- Unincorporated Adams County
- 12 Years of Service
- Q&A

ADAMS COUNTY
COLORADO

Leadership Journey

- **Colorado Roots:** Family
- **Education:** Colorado State University, University of Denver Sturm College of Law
- **Profession:** Andersen Consulting Accenture, Holland & Hart, 17th JD District Attorney's Office, County Commish + Regis University Anderson College of Business and Computing
- **Next?**

ADAMS COUNTY
COLORADO

Unincorporated Adams

Leadership Journey

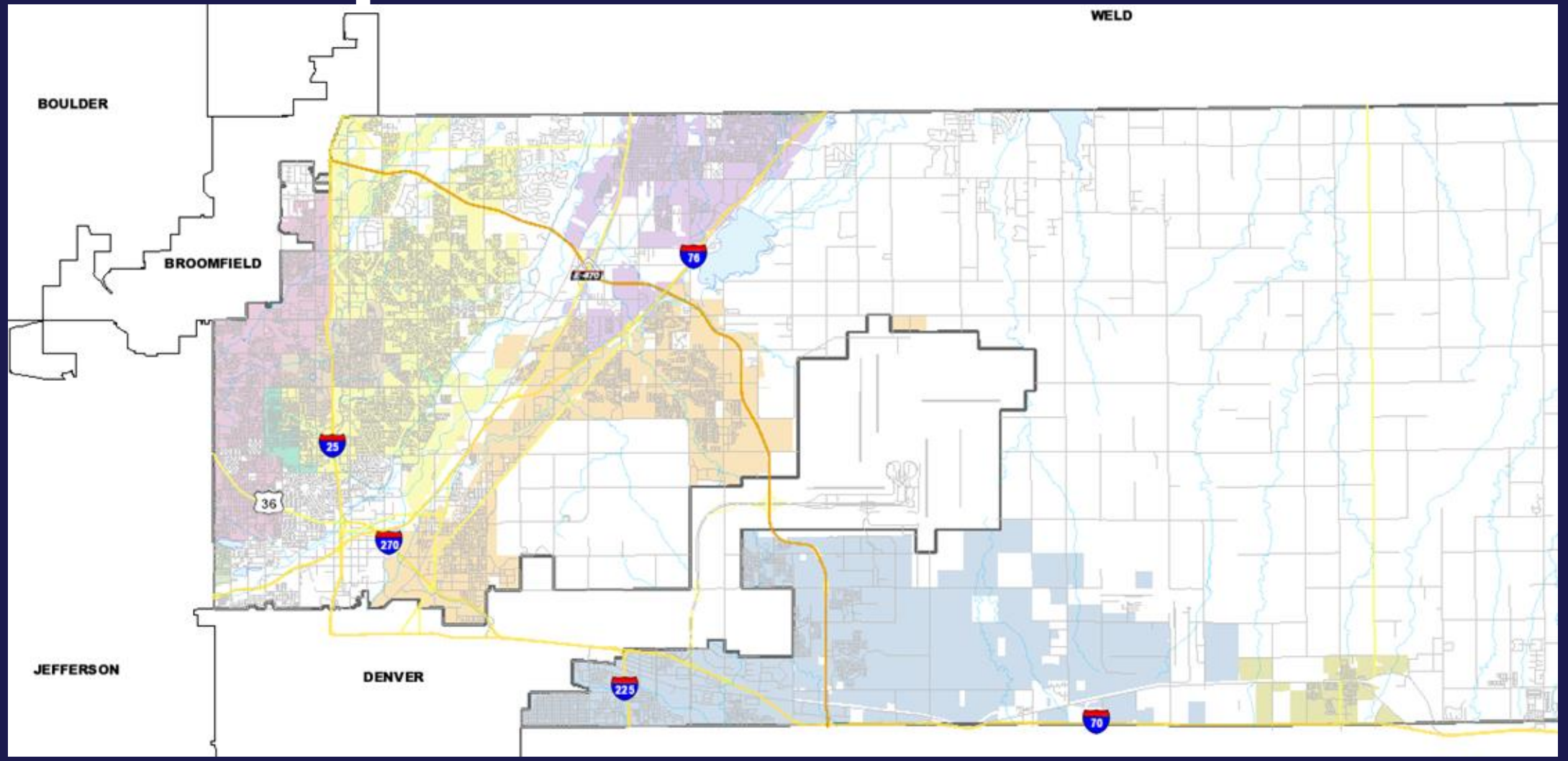
Unincorporated Adams County

12 Years of Service

Q&A

ADAMS COUNTY
COLORADO

Municipalities & Towns



ADAMS COUNTY
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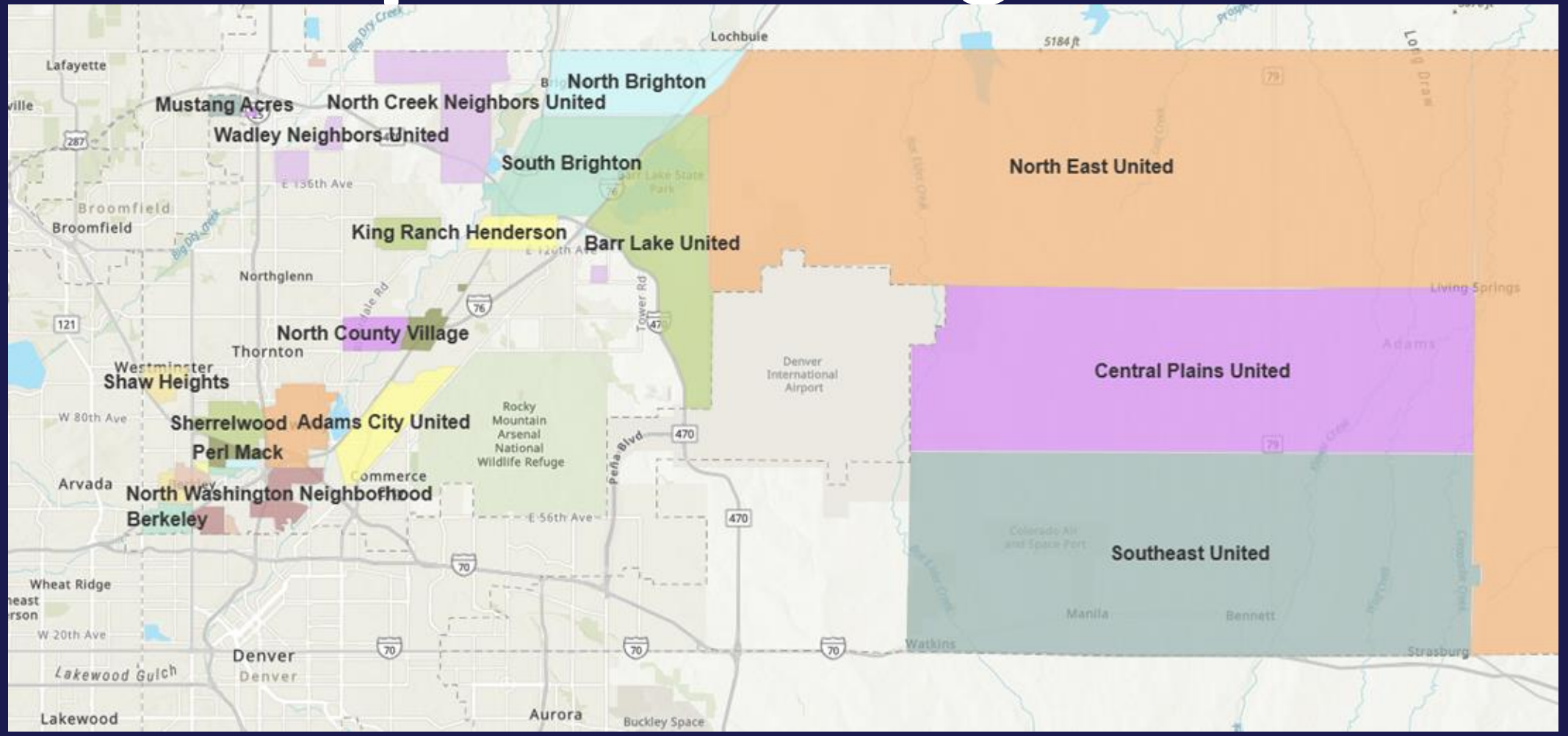
Unincorporated Neighborhoods



ADAMS COUNTY
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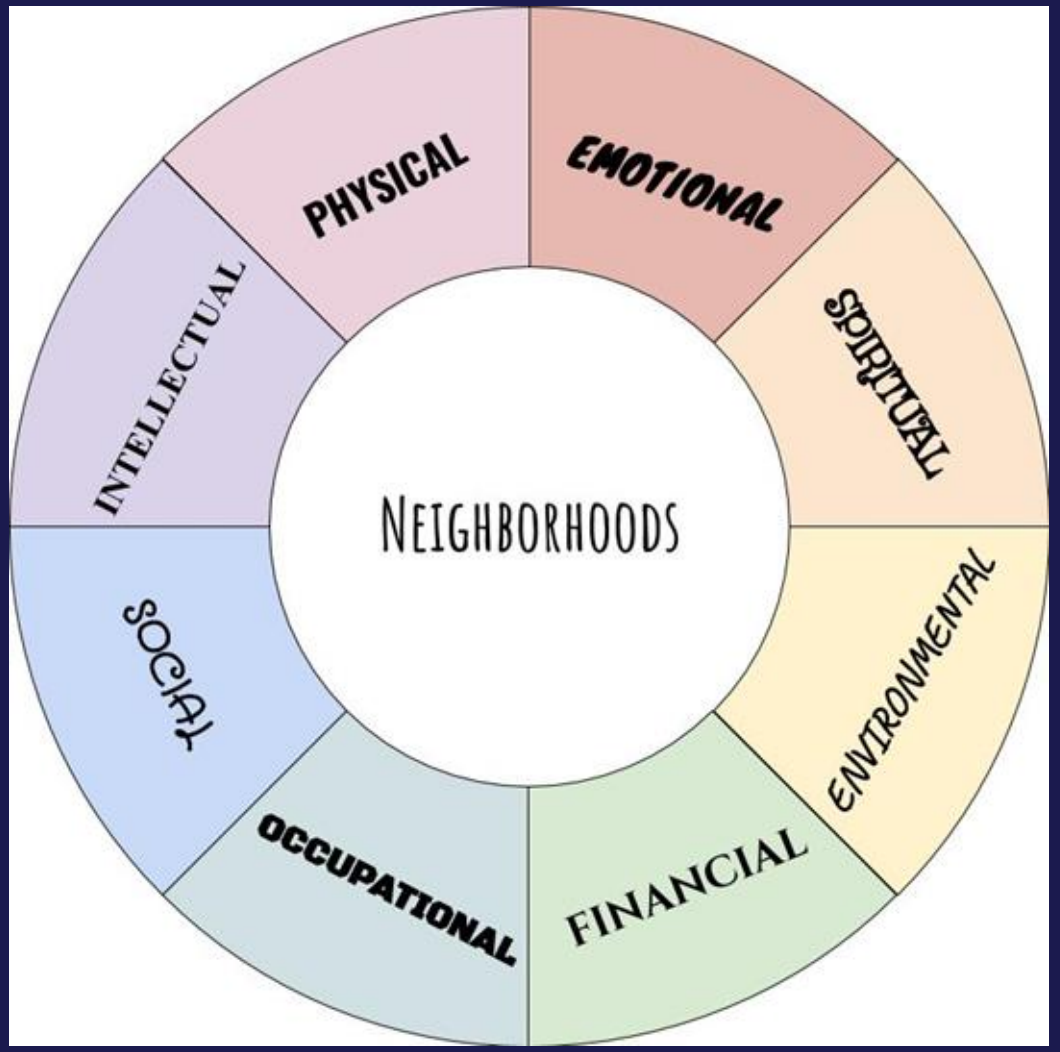
Wellness Wheel



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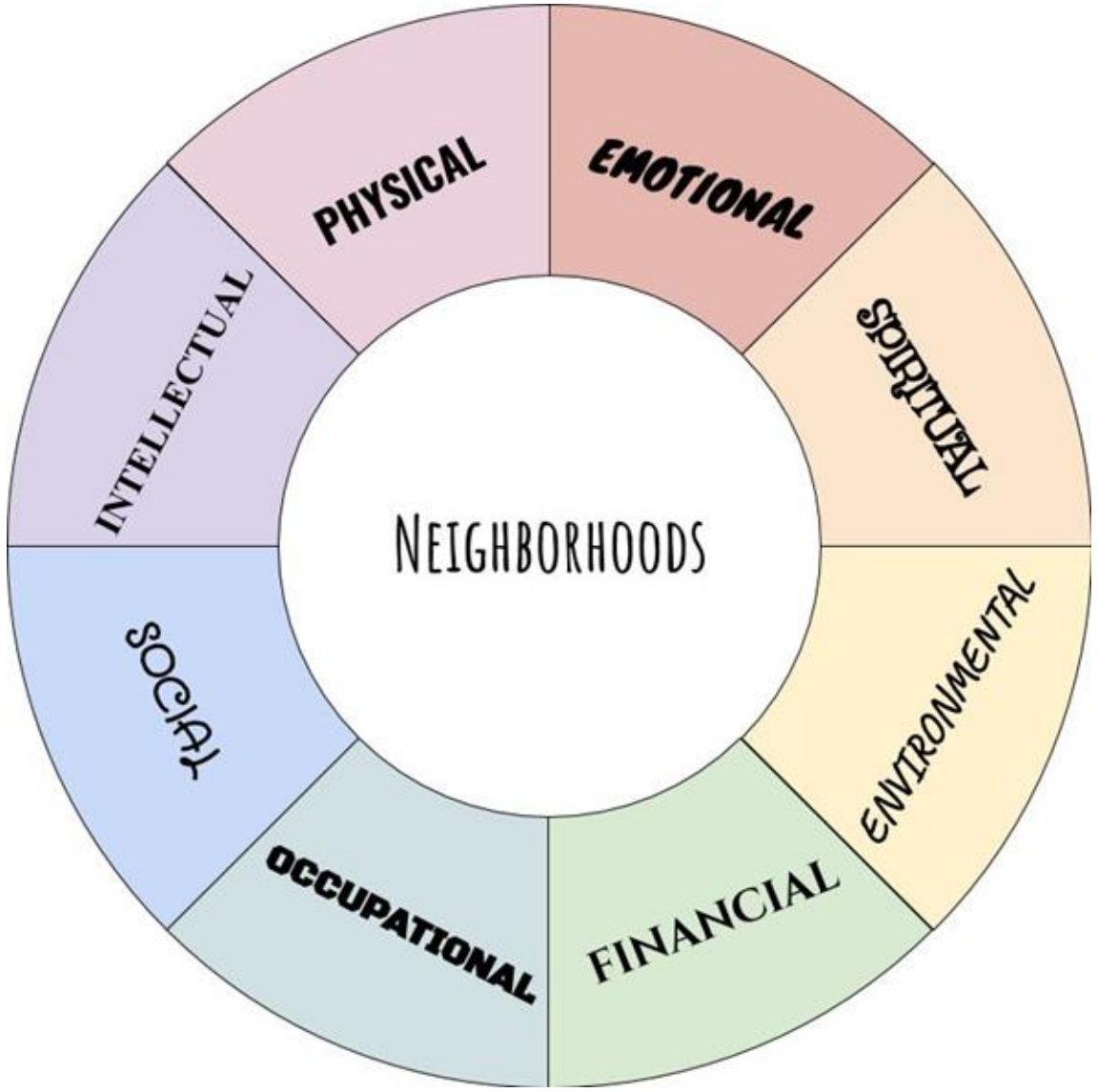
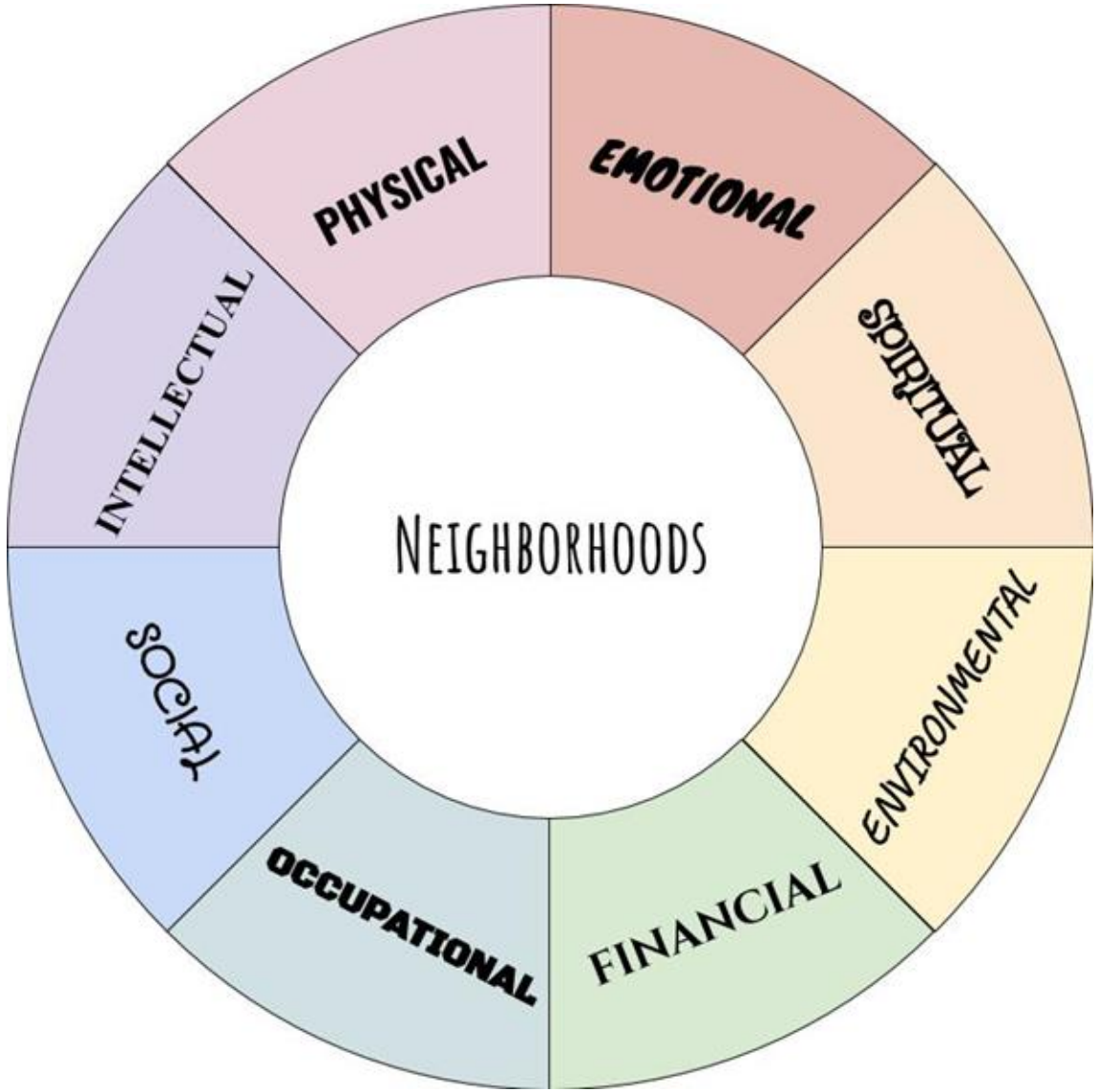
PHYSICAL



Subtopics:

- Public Safety
- Water
- Air
- Shelter & Sleep
- Food & Nutrition
- Public Health
- Animals
- Infrastructure (pipes, power, ping, pavement)

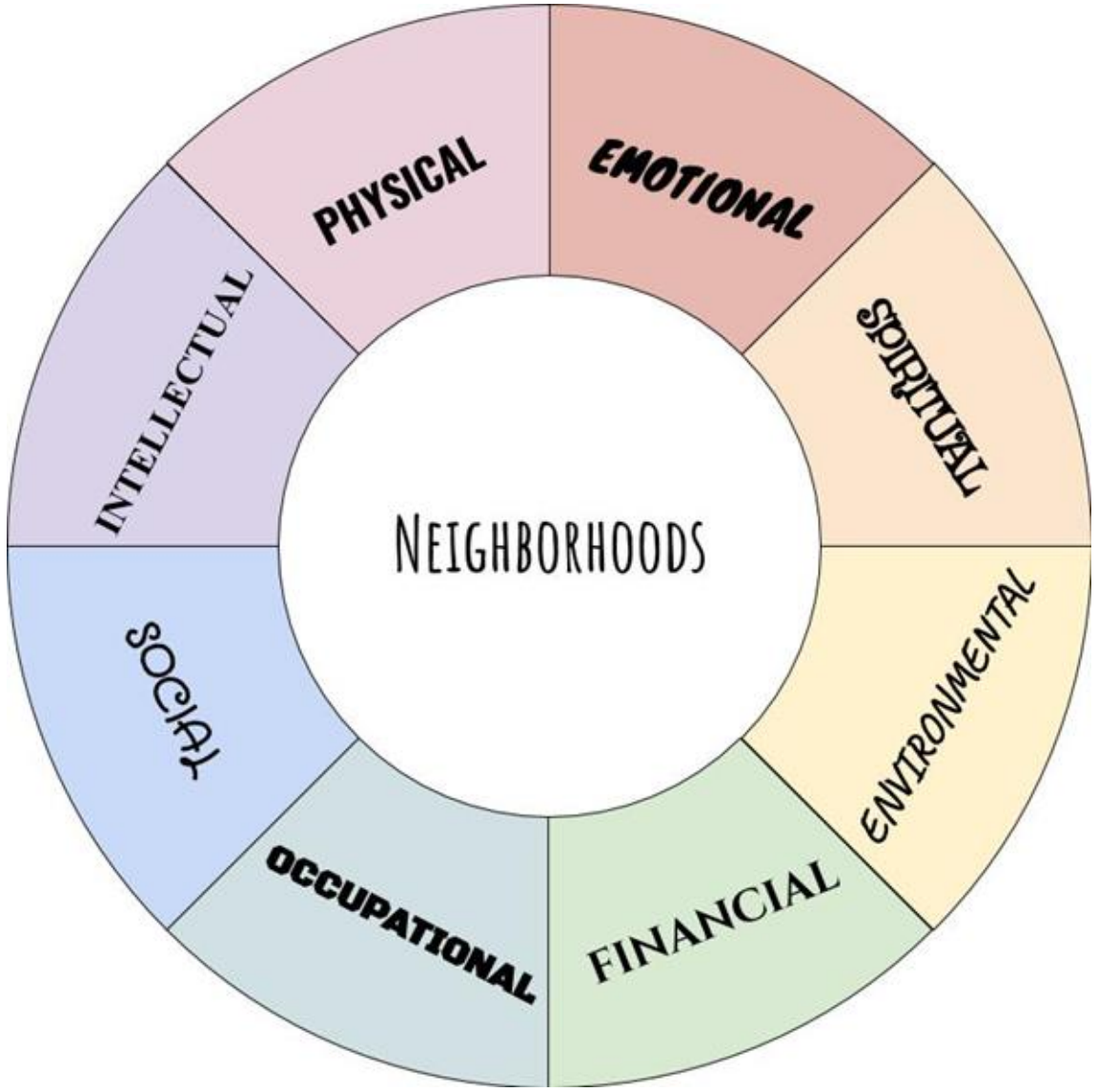
Emotional



Subtopics:

- Happiness
- Fear
- Anger
- Hope & Optimism

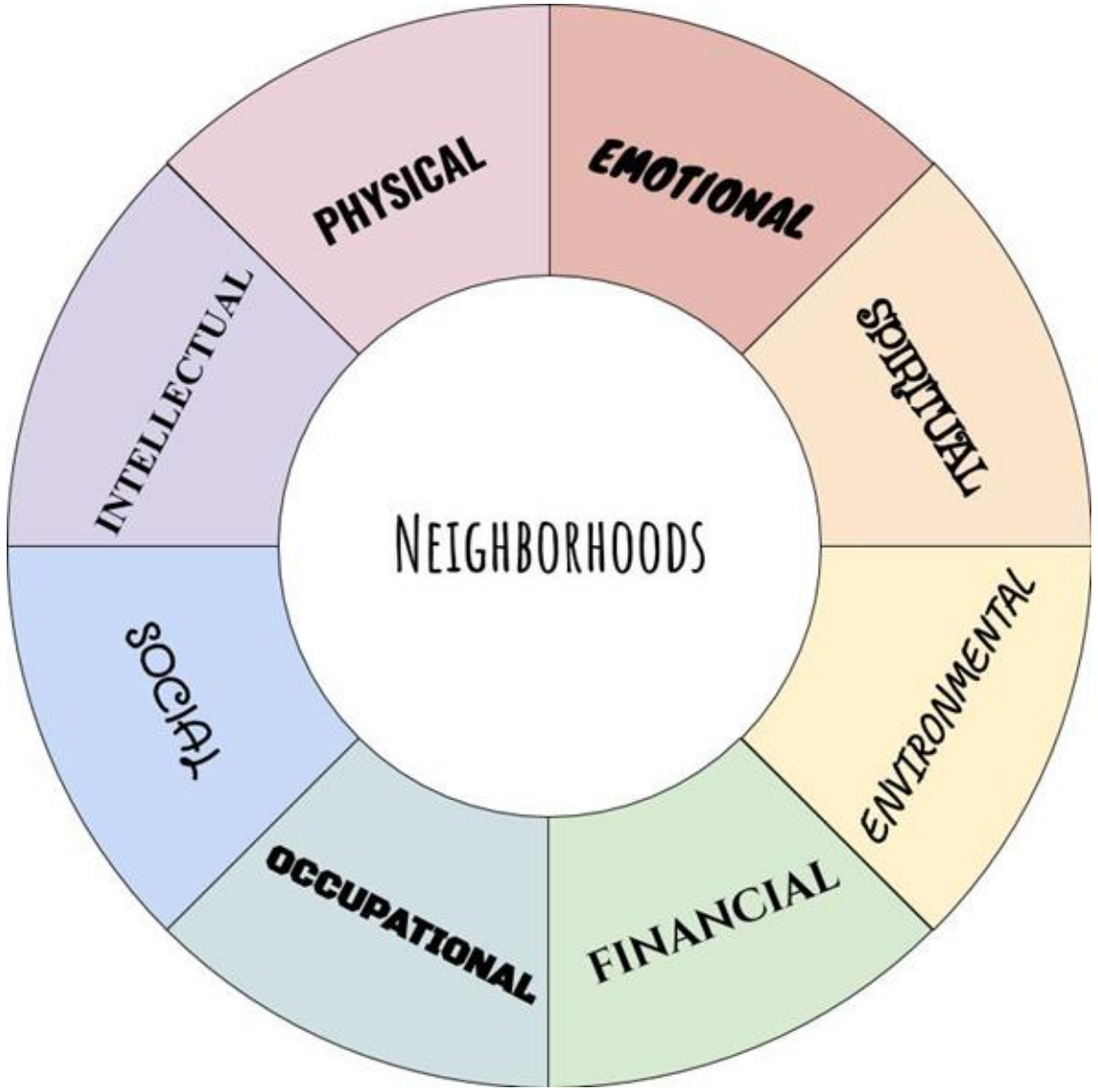
SPIRITUAL



Subtopics:

- Community-Based
- Individual & Personal
- Arts
- Culture

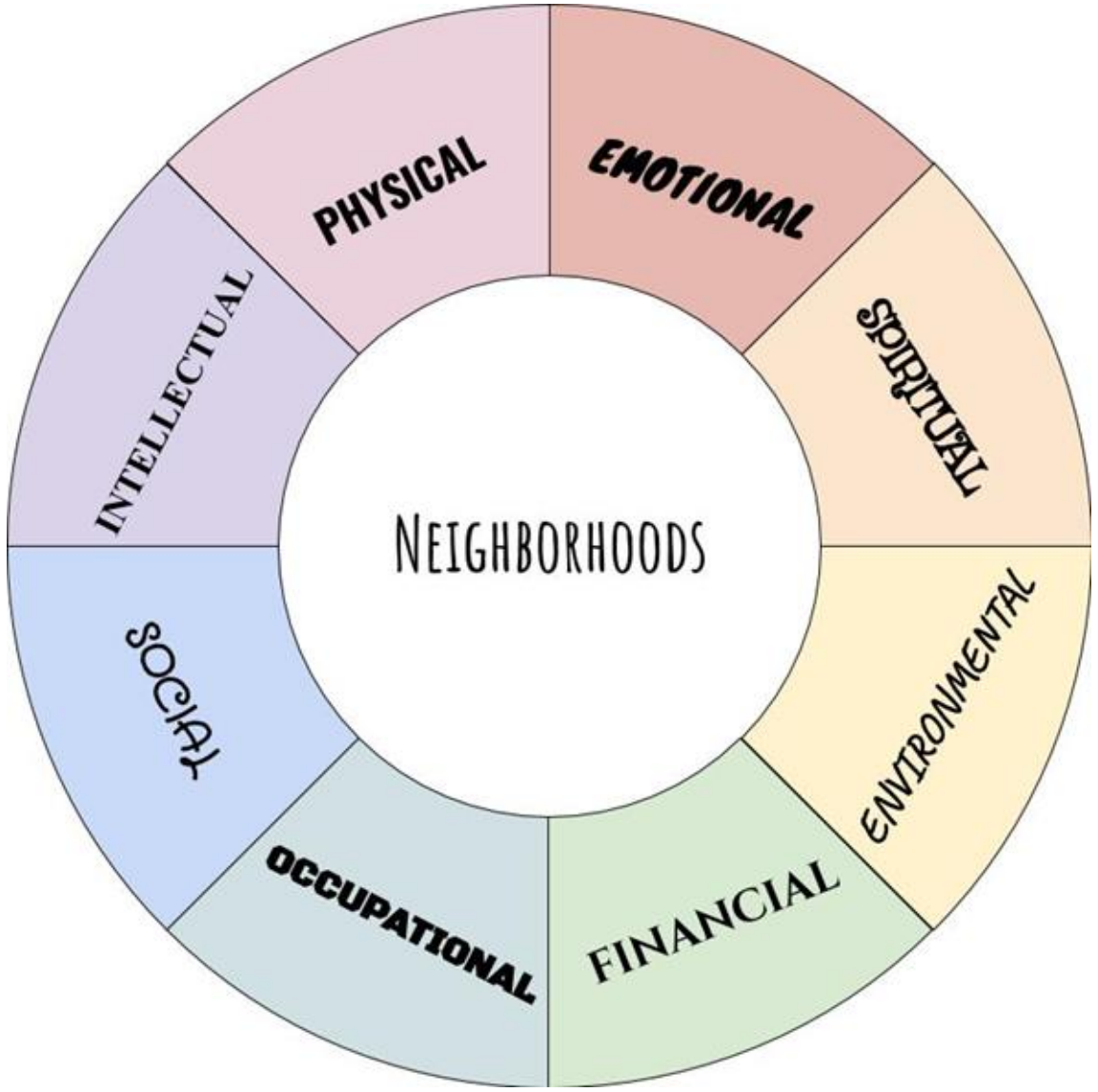
ENVIRONMENTAL



Subtopics:

- Nature
- Recreation
- Mobility
- Space
- Neighborhood Health

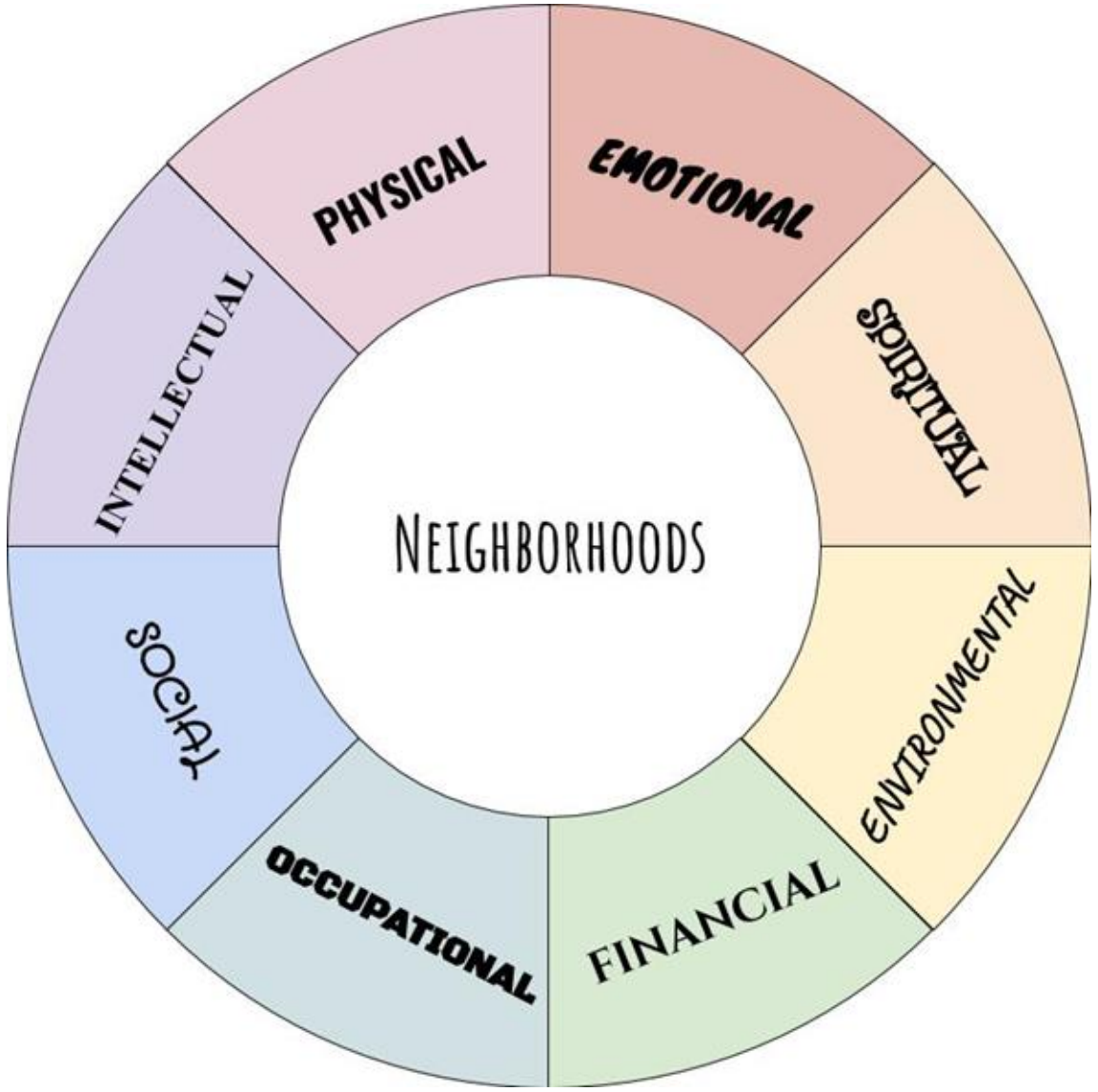
FINANCIAL



Subtopics:

- Financial Literacy
- Debt
- Operational
- Saving
- Equity
- Employment
- Attracting Investments
- Property Values

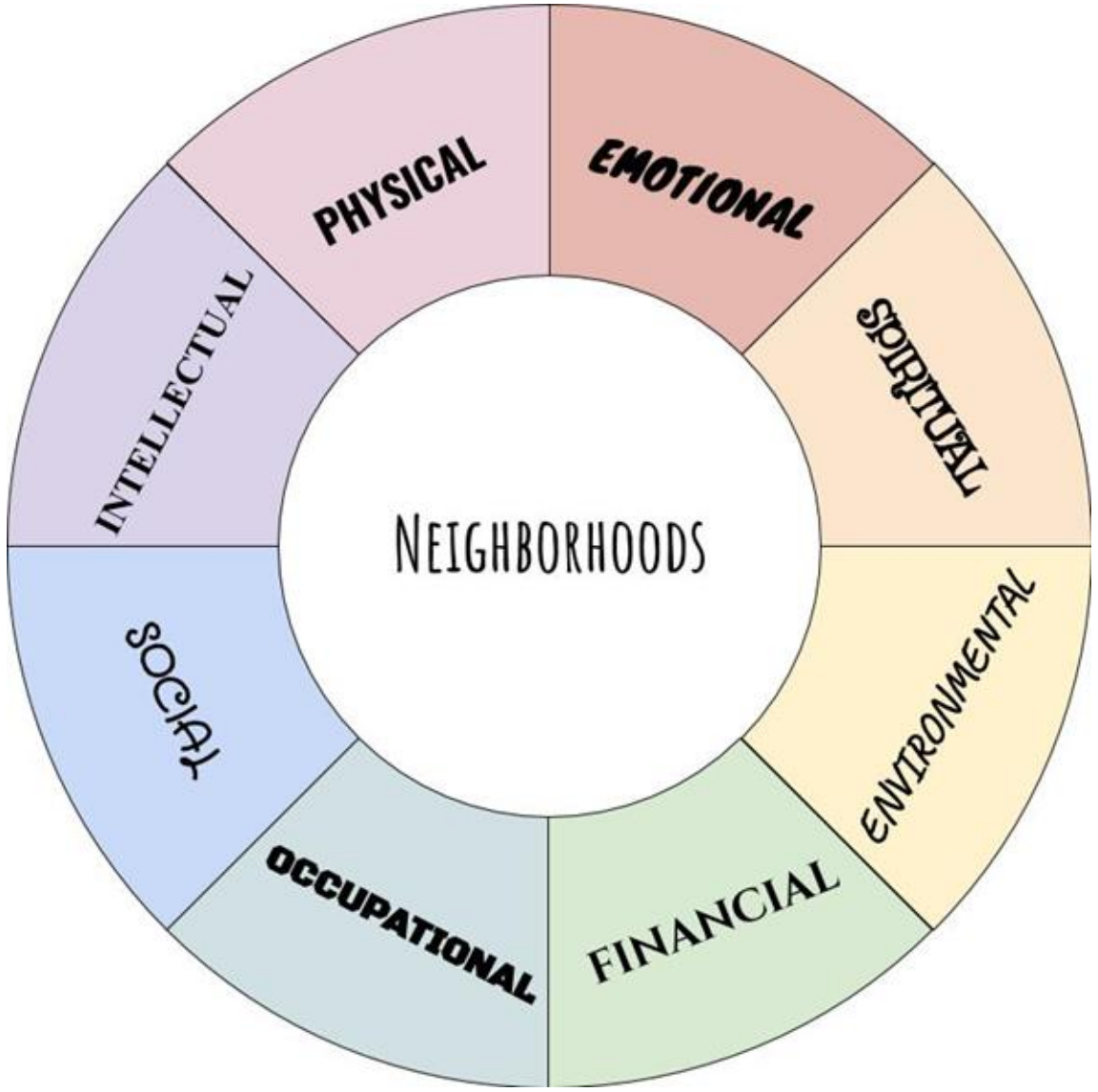
OCCUPATIONAL



Subtopics:

- Volunteering
- Job
- Career

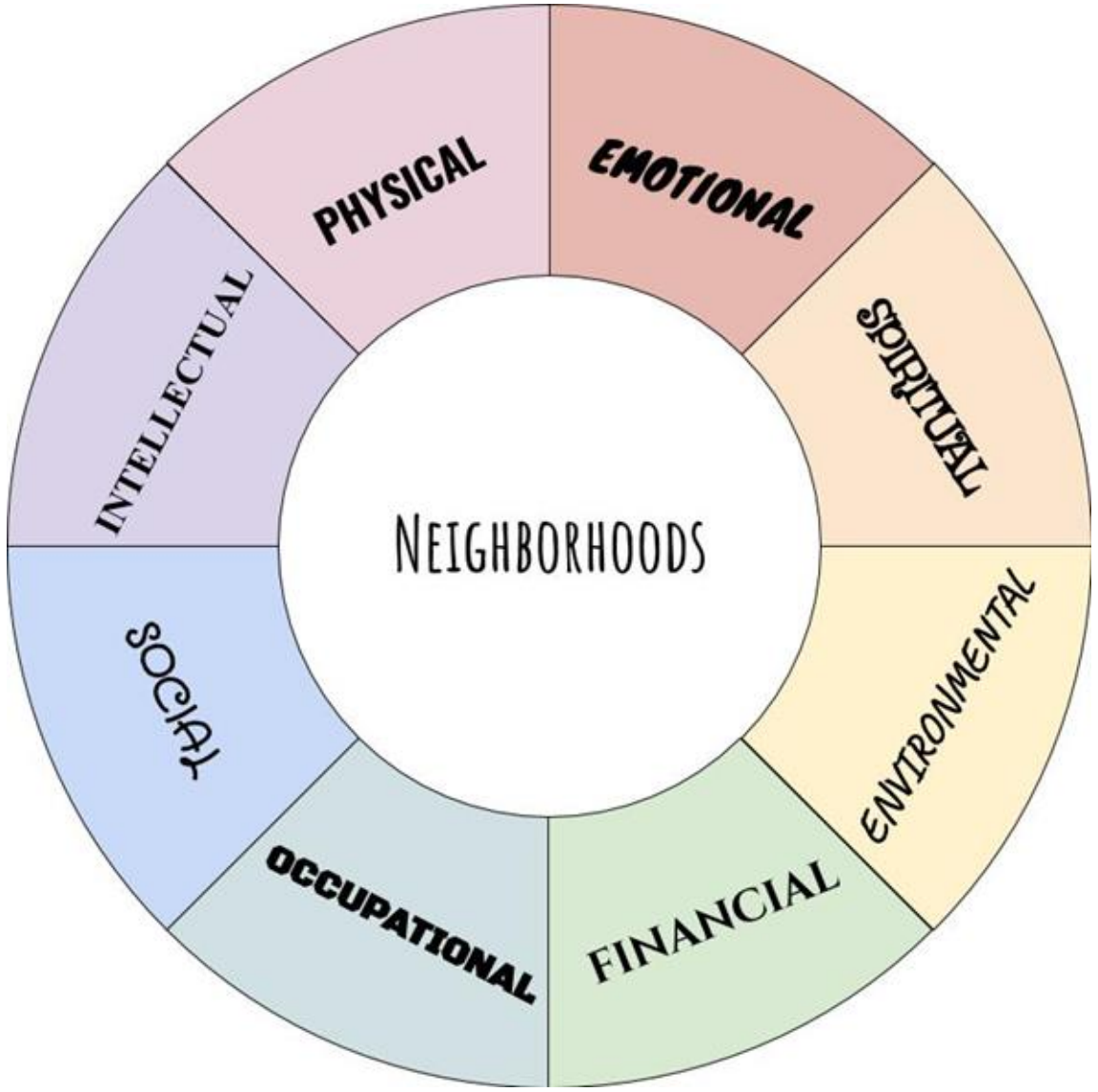
SOCIAL



Subtopics:

- Community Building
- Leisure & Play
- Support & Interdependence
- Civic Culture & Service Mentality
- Gathering Spaces

INTELLECTUAL



Subtopics:

- Creativity & Artistic Expression
- Knowledge & Education
- Skills & Talents

Unincorporated Adams

Leadership Journey

Unincorporated Adams County

12 Years of Service – PART 1

Q&A

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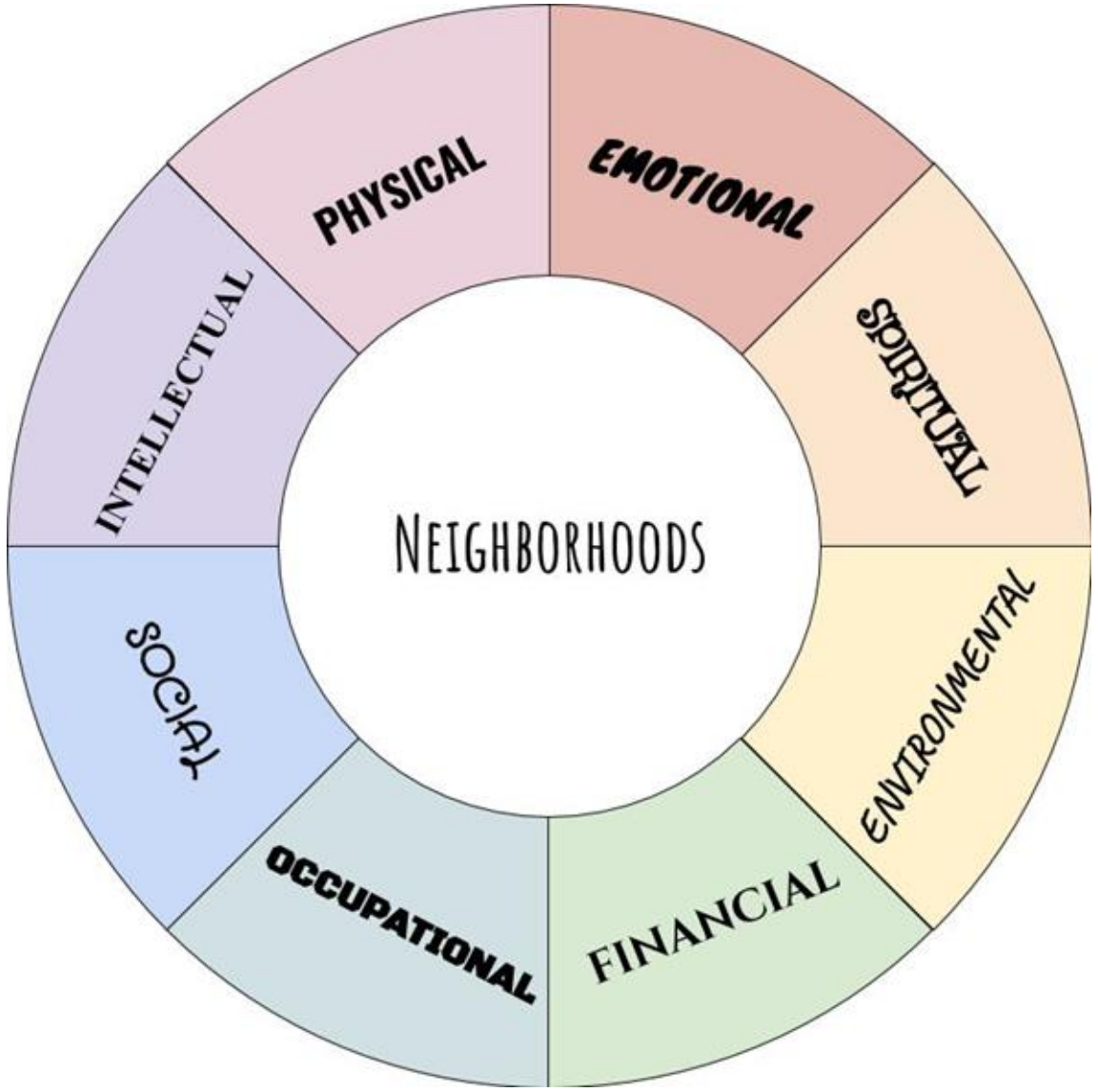
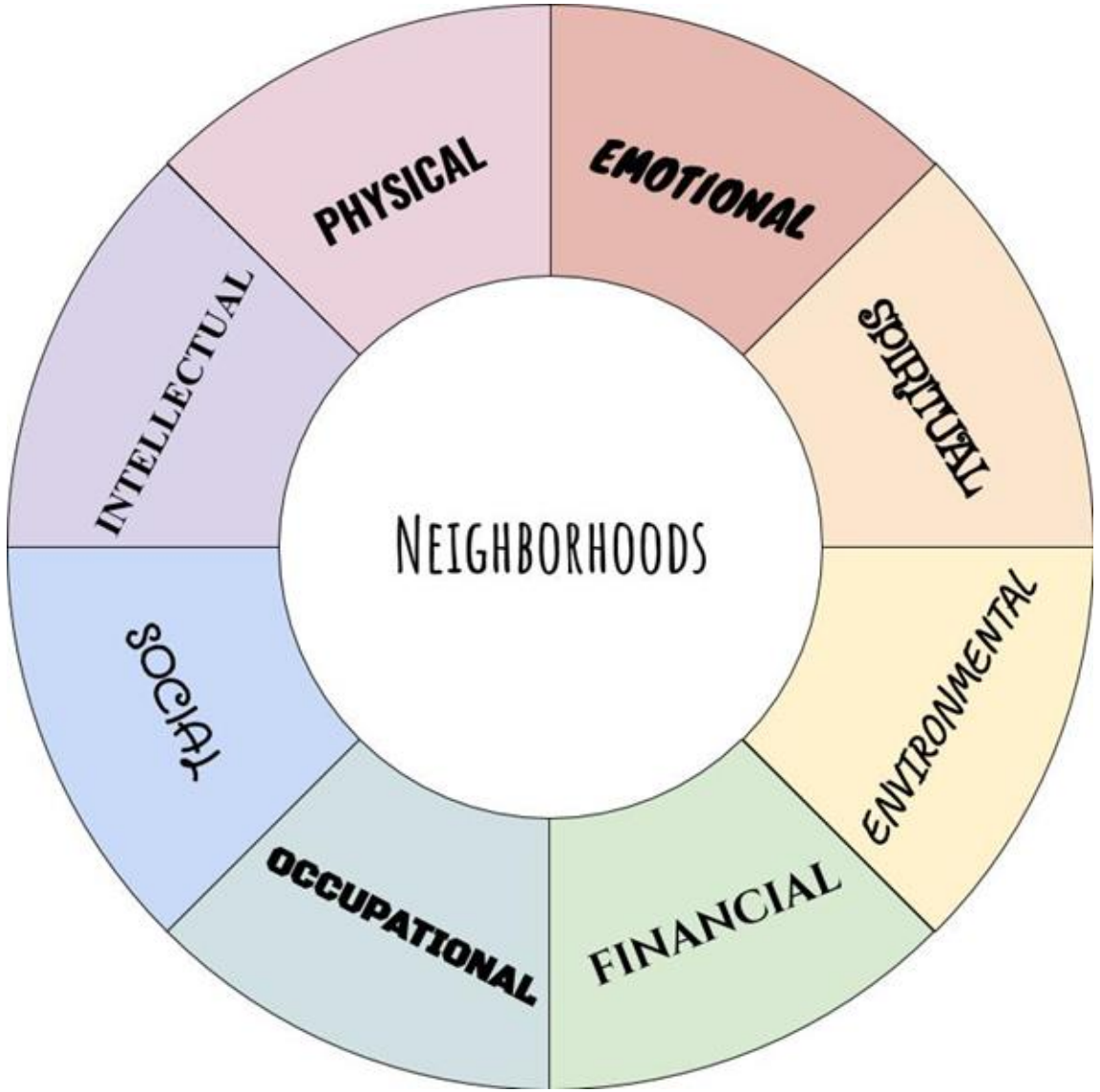
PHYSICAL



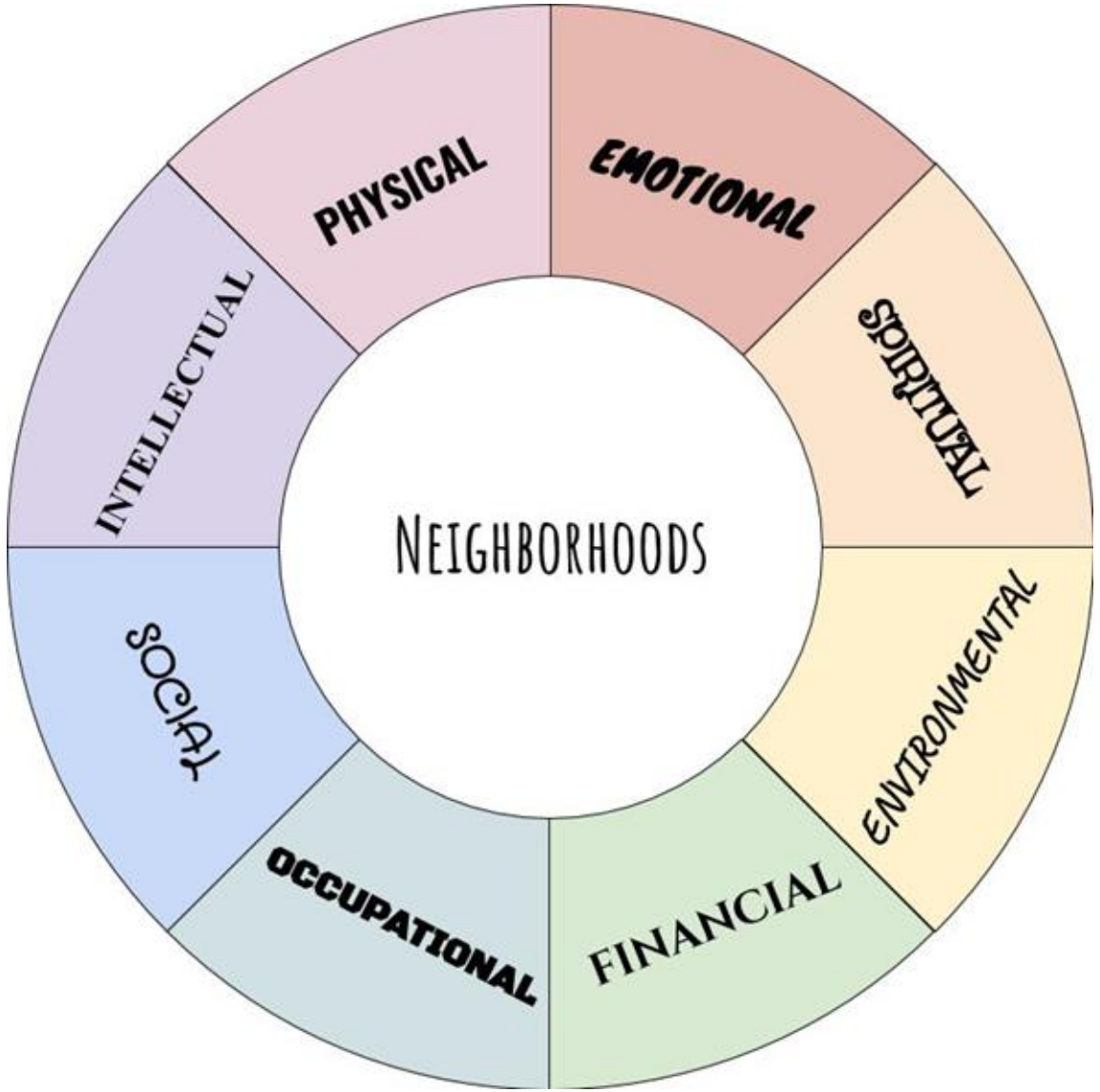
- Public Safety
  - Mental Health in Jail
  - Forensics Lab
  - Salaries and Compensation
- Shelter & Sleep
  - Adams County Resources - Housing, rental, food, homelessness (http://www.adcogov.org/community-resources-0)
  - Encampments - CDOT, Adams, others
  - County - $1.5M for Trails - Rehab & Prevention
  - CDOT - $12M for ROW
  - NEW Park Ranger Program - Enforcement & Safety
  - Cold Weather Care (up to $100K for emergency shelter)
- Housing
  - Affordable Housing - 74th & Broadway (families, foster kids, vets), 104th & Colorado (seniors), various other projects
  - ADUs
  - Building Code
- NEW Neighborhood Economic Development strategy
- Public Health – new department
- Animals - NEW Animal Shelter
- Infrastructure (pipes, power, ping, pavement)
  - Capital Improvement Program (CIP)
    - Admin - Process, Map, Website, Neighborhood Involvement http://www.adcogov.org/capital-improvement-program-cip-projects
    - Pecos - Sidewalks (52nd to 58th)
    - Berkeley & Guardian Angel Sidewalks (new / ADA)

Emotional



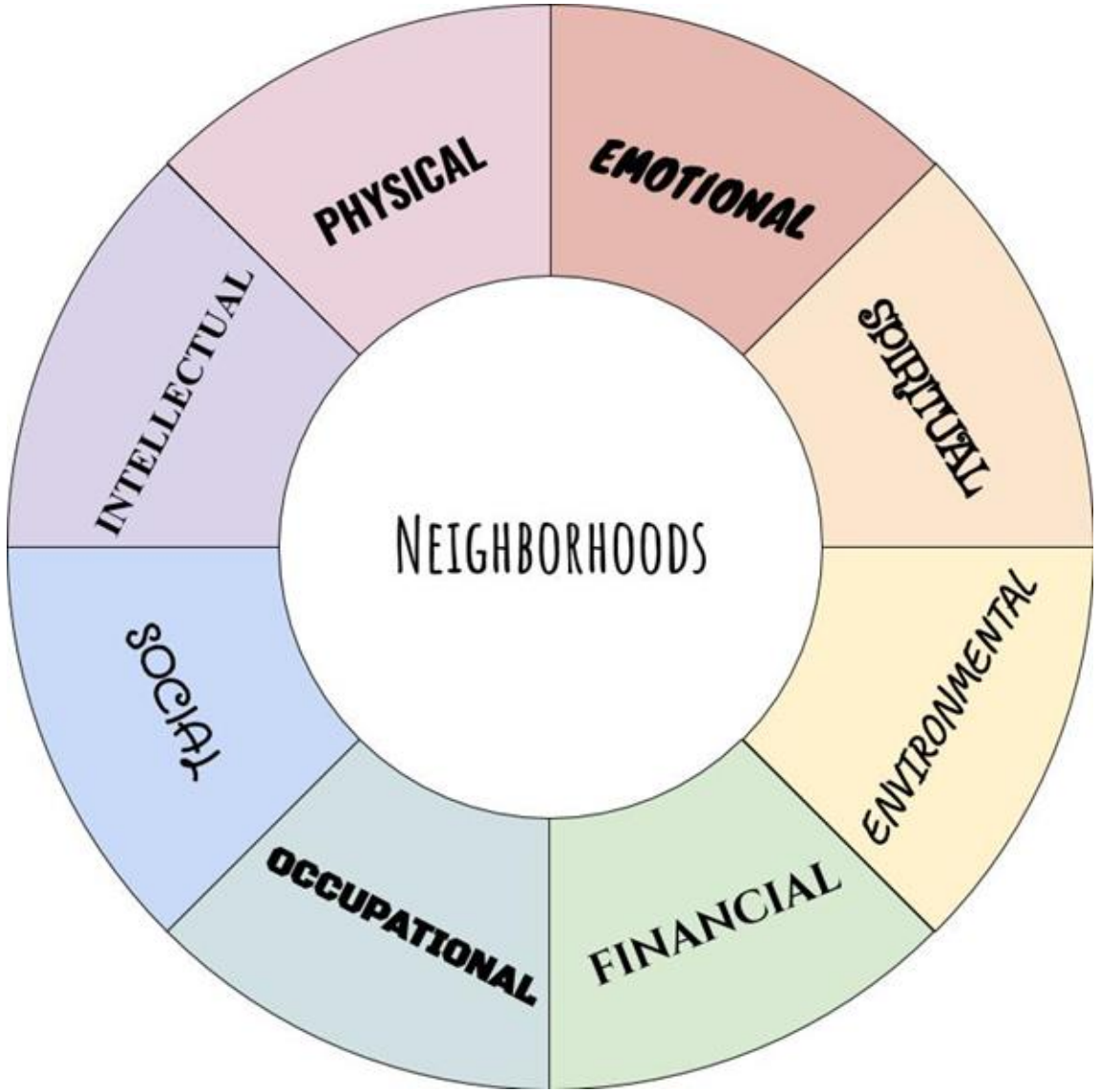
- Mental Health
  - ACHD Commitments
  - Partnerships
  - VERY CHALLENGING – internal and external obstacles!
- Constituent Services
  - Formal commitments
  - Dedicated staff
  - Tracking and reporting
  - Follow-up
- Community Engagement
  - Customer satisfaction
  - Town Halls
  - Community-Based

SPIRITUAL



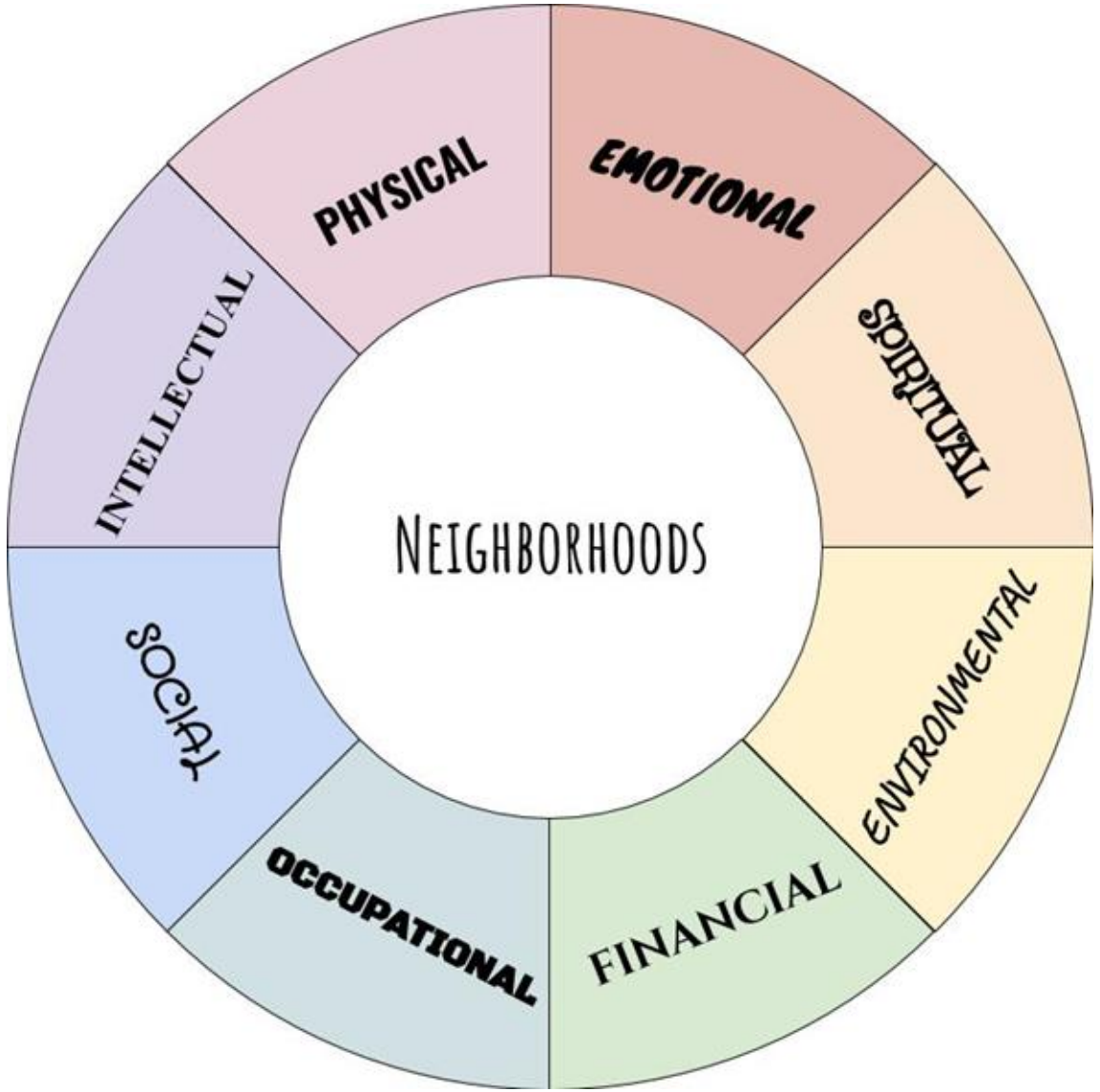
- Arts & Culture
  - Public Art Program (2%)
    - Facilities & Parks
    - Public Works
  - SCFD
    - Grants
    - Programs
    - Support renewal!
  - Utility Boxes
  - Events
    - Pride
    - Latino Festival
    - County Fair
    - Welby Days & Neighborhoods
  - Poet Laueate
- History
  - Pocket Parks
  - Update history book!
  - Embrace history celebrate future

ENVIRONMENTAL



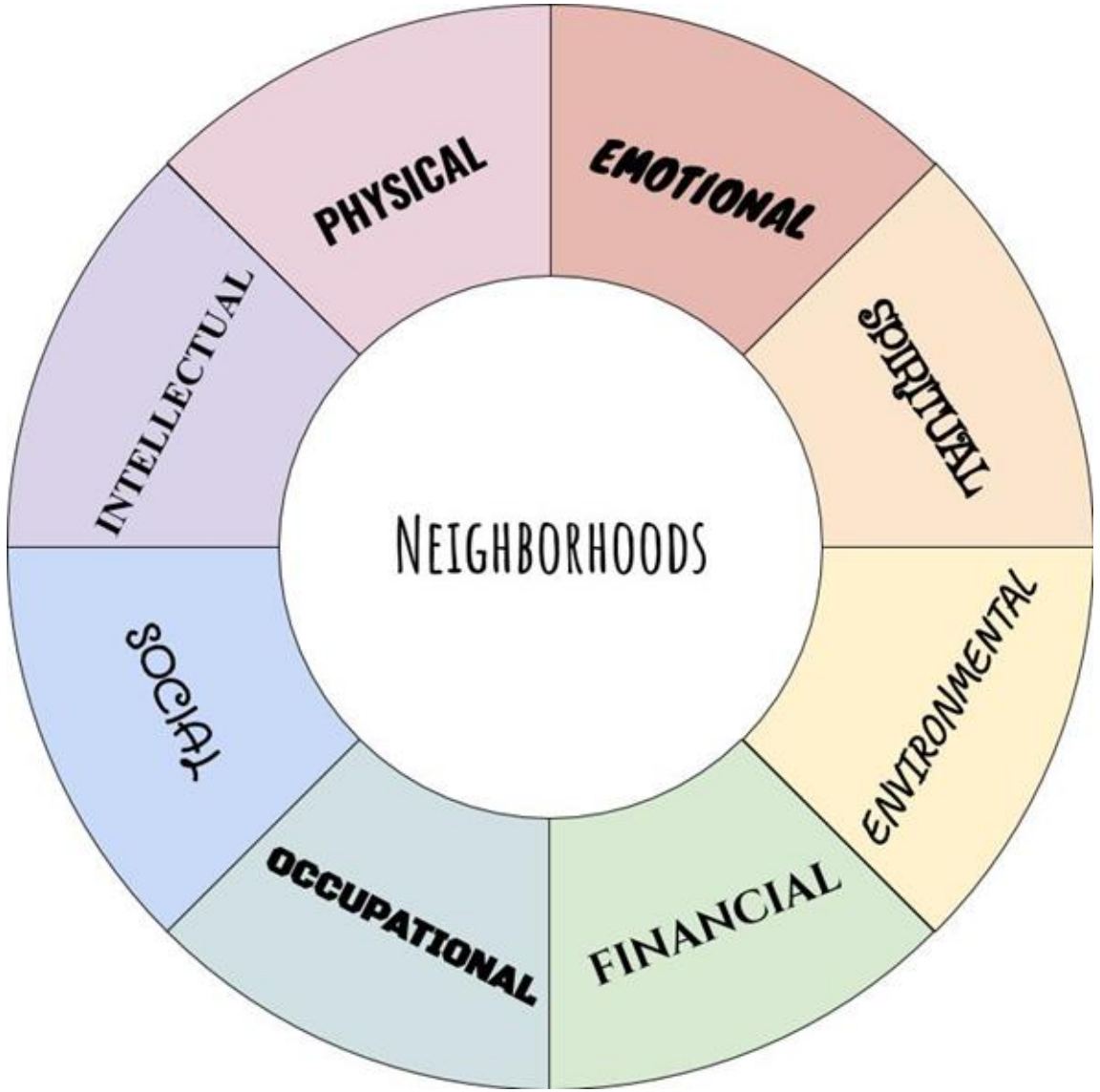
- Nature
  - Clear Creek Corridor Master Plan - tubing, illegal camping
- Recreation
  - Hyland Hills - GREAT PARTNER! Current efforts.
- Mobility
- Neighborhood Health
  - Comprehensive Plan Update 2020 - get involved!!!
    - Zoning
    - Development Code
- End of “Shingle Mountain”
  - Private partnership
  - No tax dollars spent
  - Accelerated solution
  - Productive, tax-generating property
- Water
  - Rivers & Lakes
  - Partnerships with Water Providers
- Air
  - Ozone
  - Suncor
  - Other Industrial Air Pollution

FINANCIAL



- Financial Literacy
- Debt
- Operational
- Saving
- Equity
- Employment
  - Workforce Development
  - Incentives
- Attracting Investments
  - Opportunity Zones
  - Enterprise Zone
  - SBDC / CEF - Microloan: $500K to $4M
    - Vets
    - Minority / Disadvantaged
    - Employee Owned (ESOP)
    - Food
    - Home Day Care
- Property Values
- Aerotropolis
  - DIA Deal
  - ARTA
- CRA! County Revitalization Authority!

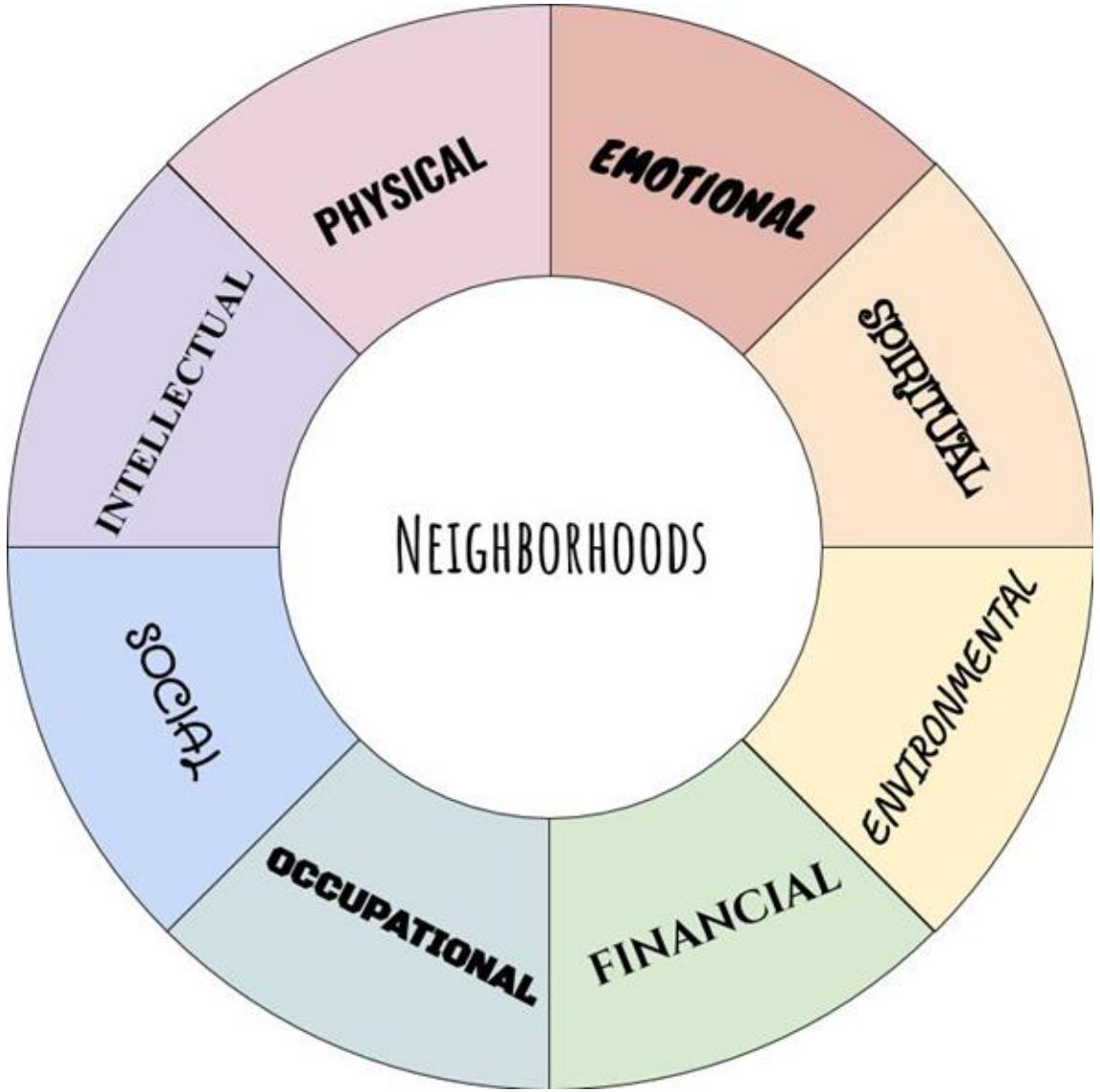
OCCUPATIONAL



Updates:

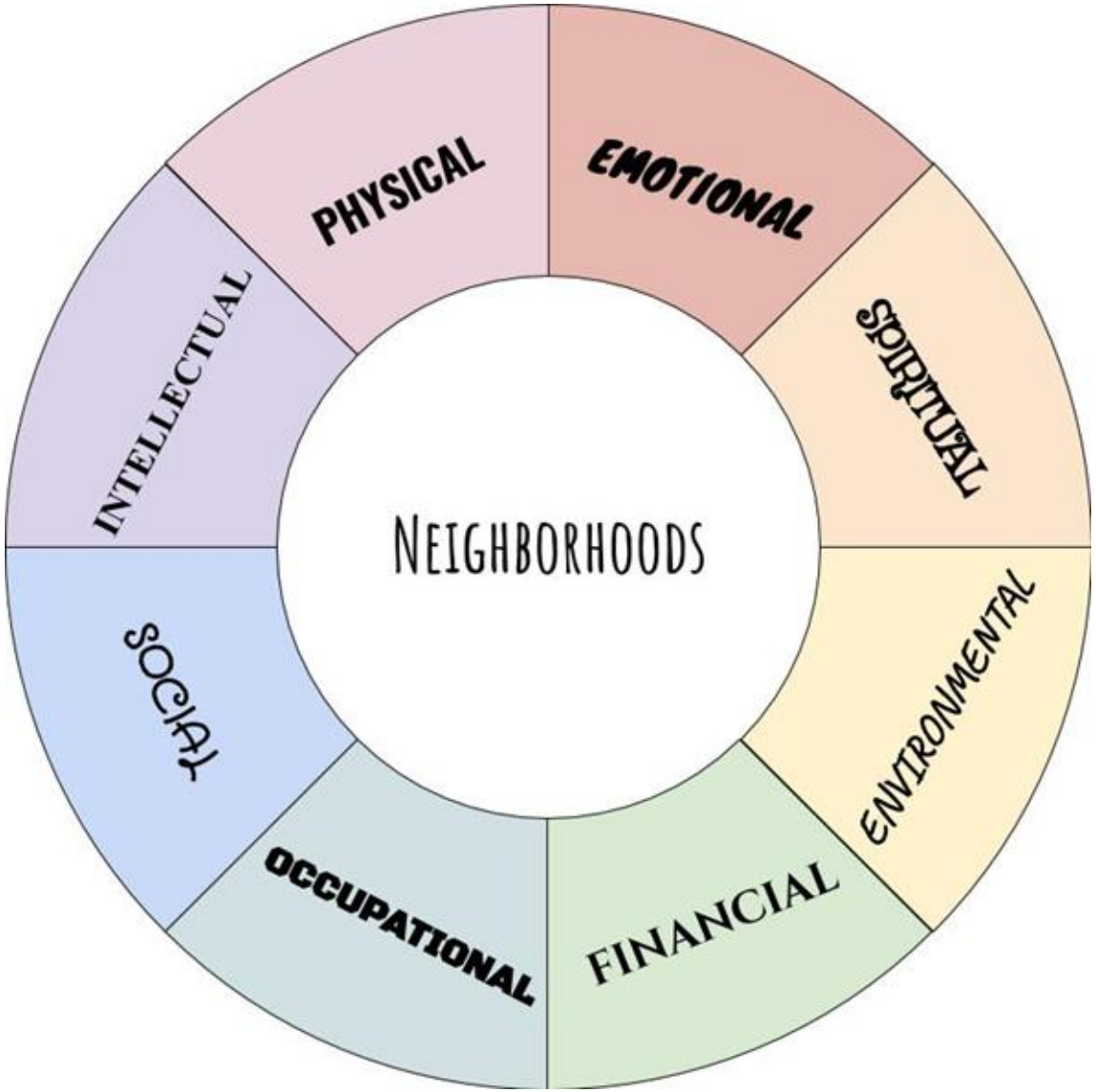
- Volunteering
  - Boards and Commissions
  - Volunteer at Animal Shelter
- Jobs
  - Short-term
  - Long-term Careers!
- Career
  - Commissioner's Career Expos & Events
  - Industries
    - Space
    - Tech
    - Others

SOCIAL



- Community Building
- Leisure & Play
- Support & Interdependence
- Civic Culture & Service Mentality
    - Volunteering!
    - Neighborhood Cleanups
- Gathering Spaces
    - Open Space
    - Parkets
- Special Events:
    - Big
        - County Fair
        - Pride
        - Latino Festival
    - Small
        - Libraries
        - Schools
        - Neighborhoods

INTELLECTUAL



- Creativity & Artistic Expression see Spiritual
- Knowledge & Education
  - Adams County Scholarship Fund - $1,000,000 Scholarships (from MJ tax)
- Skills & Talents

Unincorporated Adams

Leadership Journey

Unincorporated Adams County

12 Years of Service – PART 2

Q&A

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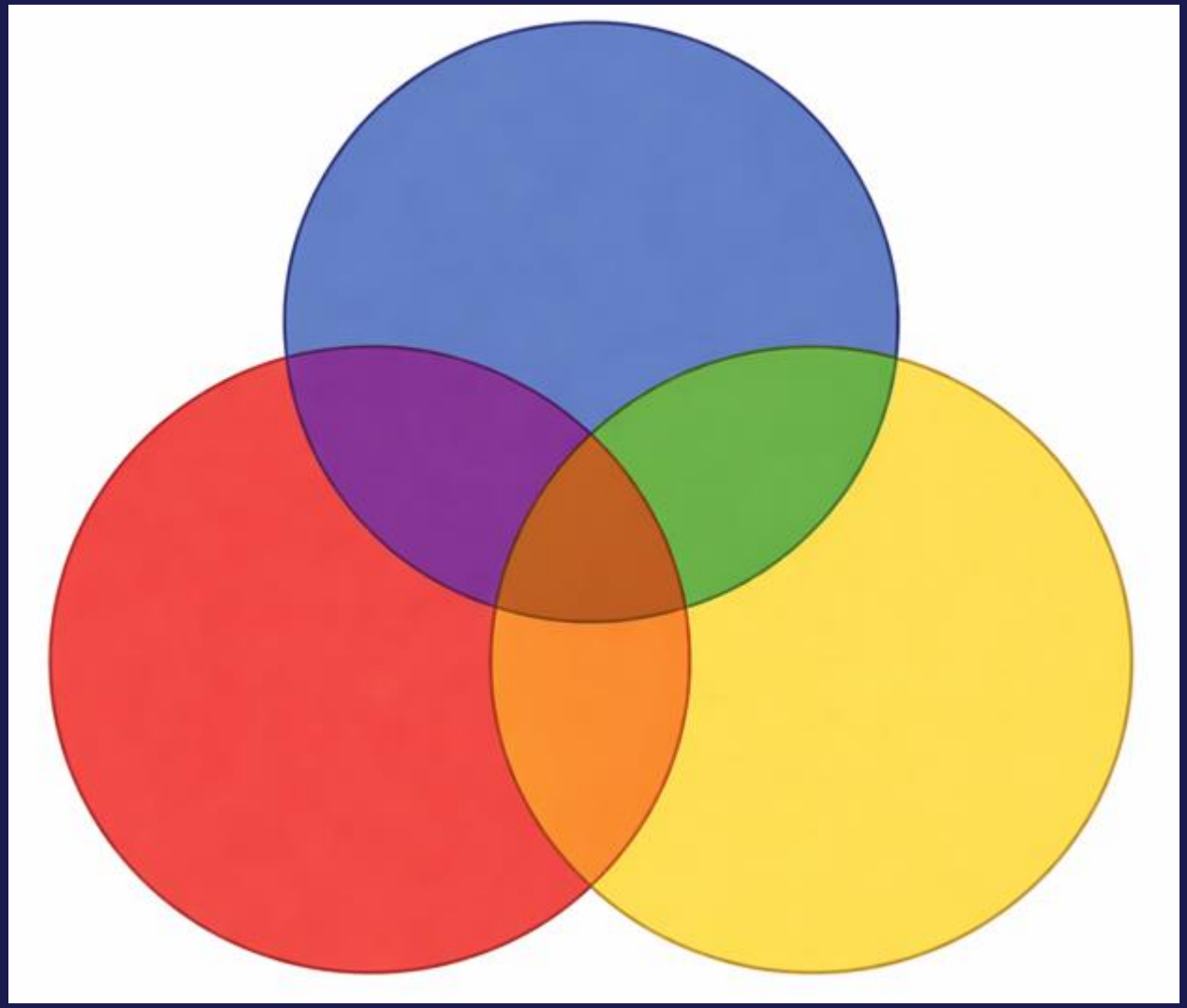
Business Civics ? Partnerships



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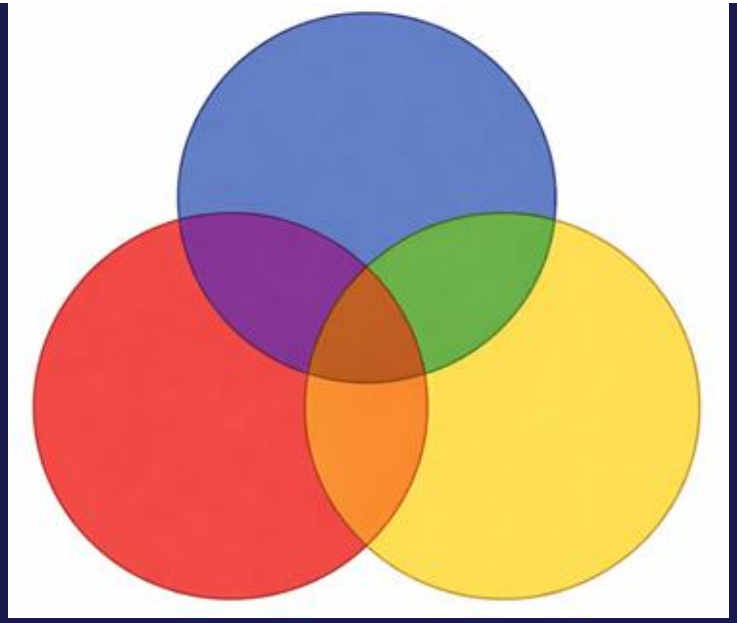
Business Civics ? Partnerships

PUBLIC	PRIVATE	NONPROFIT
PUBLIC-PRIVATE	PRIVATE-NONPROFIT	NONPROFIT-PUBLIC



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LEAP in Decisions



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LEAP in Decisions

LEGAL	ETHICAL
Would this violate any legal obligations or duties? Judge, jury, investigator, police, etc.	L / E Would this compromise any ethical commitments? Mirror, spouse, children, ethics board, etc.
ALIGNMENT	**PUBLIC**
Would this align with vision, mission, strategy, tactics, policies, and commitments? Stakeholders, employees, colleagues, friends, etc.	A / P Would this breach the trust or confidence of the public? Lead story in newspaper, TV, etc.

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Angels & Demons





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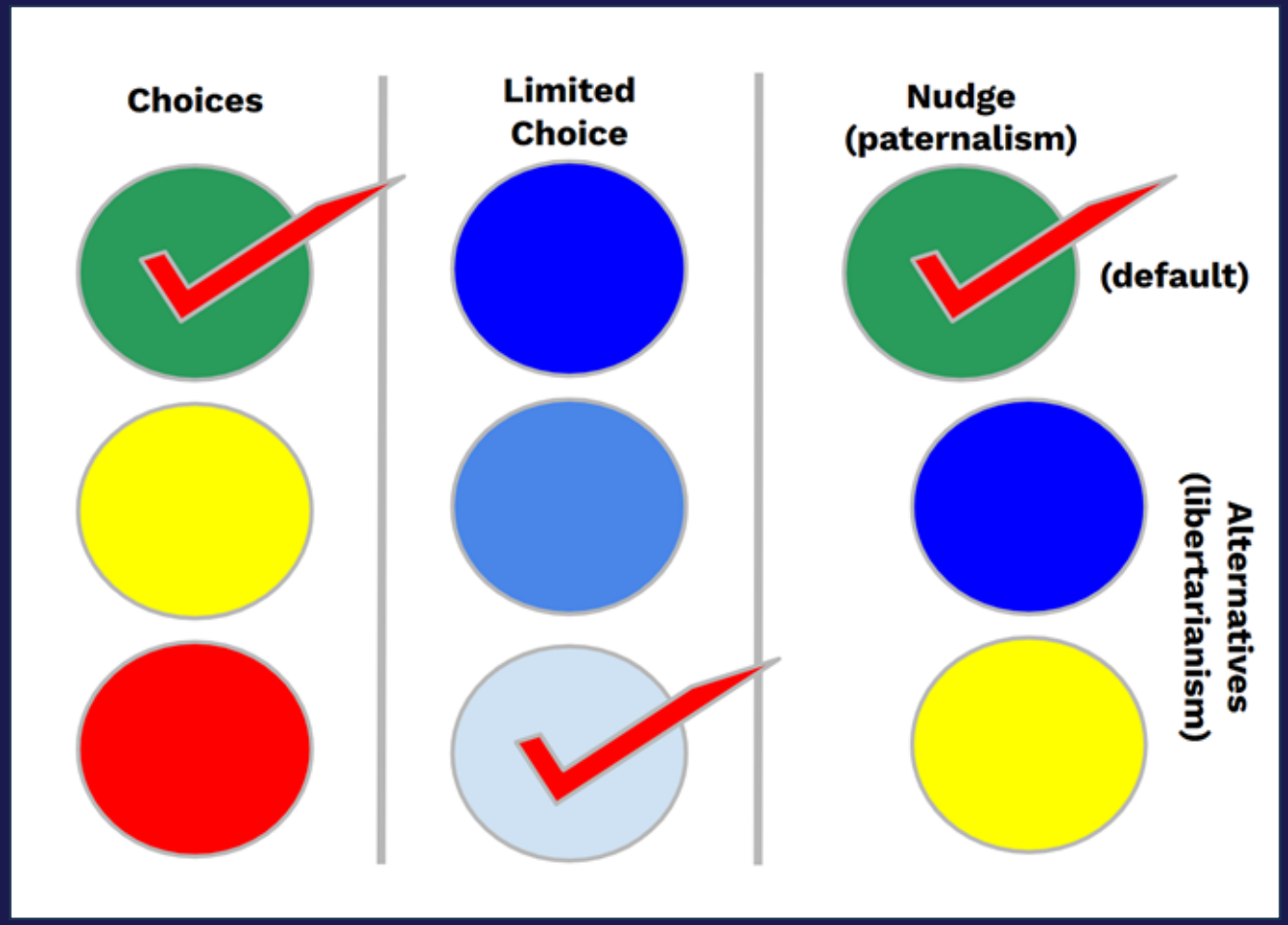
Others



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