



## North Front Range Transportation & Air Quality Planning Council

Hybrid Meeting Agenda

May 7, 2026

**In-Person:** Greeley Family FunPlex, 1501 65<sup>th</sup> Avenue, Greeley, CO 80634

**Virtual: Meeting Link:** [Join the meeting now](#)    **Meeting ID:** 299 922 259 856 21    **Passcode:** 2wH66wN2

For assistance during the meeting, please contact [staff@nfrmpo.org](mailto:staff@nfrmpo.org)

Agenda Item Number	Agenda Item and Item Description	Presenter	Page Number	Time
1	Call Meeting to Order, Welcome, Pledge of Allegiance	Liz Heid, Vice Chair	-	6:00
2	Public Comment - 2 min each <i>(accepted on items not on the Agenda)</i>	<i>Anyone in the audience will be given time to speak to items on the Consent Agenda. Please ask for that item to be removed from the Consent Agenda. Items pulled will be heard at the beginning of the regular agenda. Members of the public will be given an opportunity to speak to all other items prior to Council action being taken.</i>	-	-
3	Councilmember Announcements	Liz Heid	-	6:05

### Consent Agenda

Agenda Item Number	Agenda Item and Item Description	Presenter	Page Number	Time
4	Approval of Minutes – Lead Planning Agency for Air Quality/MPO – April 2, 2026	Liz Heid	9	6:10
	Active Transportation Plan (ATP) <b>Resolution 2026-09</b>	Jerome Rouser, Transportation Planner II	16	

### Lead Planning Agency for Air Quality Agenda

Agenda Item Number	Agenda Item and Item Description	Presenter	Page Number	Time
5	Air Pollution Control Division (APCD)	Written	Handout	-
6	NFRMPO Air Quality Program Updates	Dena Wojtach, Two Roads Environmental	Handout	6:15

### Metropolitan Planning Organization Agenda

#### Reports

Agenda Item Number	Agenda Item and Item Description	Presenter	Page Number	Time
7	Report of the Chair	Liz Heid	-	6:30



8	Executive Director Report	Elizabeth Relford, Executive Director	-	6:35
9	Colorado Transportation Investment Office (CTIO)	Tricia Canonico	18	6:45
10	Front Range Passenger Rail District	Tricia Canonico Jon Mallo	22	6:50
11	Finance Committee	Written	24	-
12	April 2026 TAC Executive Summary	Written	26	-
13	2026 Quarter 1 TIP Modifications	Written	28	-
14	2026 Colorado Legislature Updates	Written	Handout	-
15	Mobility Program Updates	Written	Handout	-

**Presentations**

Agenda Item Number	Agenda Item and Item Description	Presenter	Page Number	Time
16	Northern Colorado Labor Market Profile	Ann Hutchison, Fort Collins Chamber SeonAh Kendall, City of Fort Collins Mark Johnston, Larimer County Rich Werner, Upstate Colorado	29	7:00
17	Via Mobility Services Update	Adriana Torres, Via Mobility	Handout	7:30

**Action Item**

Agenda Item Number	Agenda Item and Item Description	Presenter	Page Number	Time
18	April 2026 TIP Amendment <b>Resolution 2026-10</b>	Jonathan Stockburger, Transportation Planner I	53	7:50

**Council Reports**

Agenda Item Number	Agenda Item and Item Description	Presenter	Page Number	Time
19	Transportation Commission	Cecil Gutierrez, Transportation Commissioner	-	7:55
20	STAC Report	Bill Jenkins, NFRMPO STAC Alternate	62	-
21	Host Council Member Report	Johnny Olson, Past Chair	-	8:05

**Meeting Wrap Up:**

- Next Month's Agenda Topic Suggestions
- Next NFRMPO Council Meeting: June 4, 2026 – Town of Berthoud



## MPO Planning Council

### *Larimer County*

**Kristin Stephens, Commissioner – Chair**

Alternate- Jody Shaddock-McNally, Commissioner

### *Town of Eaton*

**Liz Heid, Mayor Pro Tem – Vice Chair**

Alternate- Glenn Ledall, Trustee

### *City of Greeley and Greeley Evans Transit (GET)*

**Johnny Olson, Councilmember – Past Chair**

Alternate- Brian Rudy, Councilmember

### *Town of Berthoud*

**William Karspeck, Mayor**

Alternate- Mike Grace, Mayor Pro Tem

### *City of Evans*

**Jeff Crabtree, Councilmember**

Alternate- Mark Clark, Mayor

### *City of Fort Collins*

**Chris Conway, Councilmember**

Alternate- Anne Nelsen, Councilmember

### *Town of Garden City*

**Fil Archuleta, Mayor**

### *Town of Johnstown*

**TBD, Councilmember**

### *Town of LaSalle*

**Paula Cochran, Trustee**

### *City of Loveland*

**Patrick McFall, Mayor**

Alternate- Laura Light-Kovacs, Councilor

### *Town of Milliken*

**Michael Orcutt, Trustee**

Alternate- TBD *Town of Severance*

**Matt Fries, Mayor**

Alternate- Brittany Vandermark, Mayor Pro Tem

### *Town of Timnath*

**Bill Jenkins, Councilmember**

### *Town of Windsor*

**Julie Cline, Mayor**

Alternate- Ron Steinbach, Mayor Pro Tem

### *Weld County*

**Scott James, Commissioner**

Alternate- Perry Buck, Commissioner

### *CDPHE- Air Pollution Control Division*

**Jessica Ferko, Manager, Planning & Policy Program**

### *Colorado Transportation Commission*

**Cecil Gutierrez, Commissioner**

Alternate- Heather Paddock, Region 4 Director



## **MPO MEETING PROCEDURAL INFORMATION**

1. The order of the agenda will be maintained unless changed by the MPO Planning Council Chair (MPO Chair).
2. "Public Comment" is a time for citizens to address the Planning Council on matters that are not specifically on the agenda. Each citizen shall be limited to a total of two (2) minutes time for public comment, or at the discretion of the MPO Chair.
3. Before addressing the Planning Council, each individual must be recognized by the MPO Chair, come and stand before the Council and state their name and address for the record. (All proceedings are taped.)
4. For each Action item on the agenda, the order of business is as follows:
  - MPO Chair introduces the item; asks if formal presentation will be made by staff
  - Staff presentation (optional)
  - MPO Chair requests citizen comment on the item (two minute limit for each citizen)
  - Planning Council questions of staff on the item
  - Planning Council motion on the item
  - Planning Council discussion
  - Final Planning Council comments
  - Planning Council vote on the item
5. Public input on agenda items should be kept as brief as possible, and each citizen shall be limited to two (2) minutes time on each agenda item, subject to time constraints and the discretion of the MPO Chair.
6. During any discussion or presentation, no person may disturb the assembly by interrupting or by any action such as applause or comments. Any side conversations should be moved outside the meeting room. Courtesy shall be given to all speakers.
7. All remarks during the meeting should be germane to the immediate subject.

## GLOSSARY

<b>§5303 &amp; §5304</b>	FTA program funding for multimodal transportation planning (jointly administered with FHWA) in metropolitan areas and States
<b>§5307</b>	FTA program funding for public transportation in Urbanized Areas (i.e. with populations >50,000)
<b>§5309</b>	FTA program funding for capital investments
<b>§5310</b>	FTA program funding for enhanced mobility of seniors and individuals with disabilities
<b>§5311</b>	FTA program funding for rural and small Urban Areas (Non-Urbanized Areas)
<b>§5326</b>	FTA program funding to define “state of good repair” and set standards for measuring the condition of capital assets
<b>§5337</b>	FTA program funding to maintain public transportation in a state of good repair
<b>§5339</b>	FTA program funding for buses and bus facilities
<b>3C</b>	Continuing, Comprehensive, and Cooperative
<b>4P</b>	CDOT Project Priority Programming Process
<b>7th Pot</b>	CDOT’s Strategic Investment Program and projects—originally using S.B. 97-01 funds
<b>AASHTO</b>	American Association of State Highway & Transportation Officials
<b>ACP</b>	Access Control Plan
<b>ADA</b>	Americans with Disabilities Act of 1990
<b>ADT</b>	Average Daily Traffic (also see AWD)
<b>AIS</b>	Agenda Item Summary
<b>AMPO</b>	Association of Metropolitan Planning Organizations
<b>APCD</b>	Air Pollution Control Division (of Colorado Department of Public Health & Environment)
<b>AQCC</b>	Air Quality Control Commission (of Colorado)
<b>ARPA</b>	American Rescue Plan Act of 2021
<b>ATP</b>	Active Transportation Plan
<b>AWD</b>	Average Weekday Traffic (also see ADT)
<b>BIL</b>	Bipartisan Infrastructure Law (federal legislation, signed November 2021)
<b>BUILD</b>	Better Utilizing Investments to Leverage Development (the competitive federal grant program that replaced TIGER)
<b>CAAA</b>	Clean Air Act Amendments of 1990 (federal)
<b>CAC</b>	Community Advisory Committee (of the NFRMPO)
<b>CBE</b>	Colorado Bridge Enterprise funds
<b>CDOT</b>	Colorado Department of Transportation
<b>CDPHE</b>	Colorado Department of Public Health and Environment
<b>CEO</b>	Colorado Energy Office
<b>CMAQ</b>	Congestion Mitigation and Air Quality (an FHWA funding program)
<b>CMP</b>	Congestion Management Process
<b>CNG</b>	Compressed Natural Gas
<b>CO</b>	Carbon Monoxide
<b>COG</b>	Council of Governments
<b>COLT</b>	City of Loveland Transit
<b>CPG</b>	Consolidated Planning Grant (combination of FHWA PL & FTA §5303 planning funds)
<b>CFY</b>	Calendar Fiscal Year
<b>CRP</b>	Carbon Reduction Funds

## GLOSSARY (cont'd)

<b>CTIO</b>	Colorado Transportation Investment Office (formerly High-Performance Transportation Enterprise (HPTE))
<b>DOLA</b>	Department of Local Affairs
<b>DOT</b>	(United States) Department of Transportation
<b>DRCOG</b>	Denver Regional Council of Governments
<b>DTD</b>	CDOT Division of Transportation Development
<b>DTR</b>	CDOT Division of Transit & Rail
<b>EIS</b>	Environmental Impact Statement
<b>EJ</b>	Environmental Justice
<b>EPA</b>	Environmental Protection Agency
<b>EV</b>	Electric Vehicle
<b>FAST ACT</b>	Fixing America's Surface Transportation Act (federal legislation, signed December 2015)
<b>FASTER</b>	Funding Advancements for Surface Transportation and Economic Recovery (Colorado's S.B. 09-108)
<b>FHWA</b>	Federal Highway Administration
<b>FNC</b>	Freight Northern Colorado Plan
<b>FRA</b>	Federal Railroad Administration
<b>FRPR</b>	Front Range Passenger Rail District (Replaced SWC&FRPRC)
<b>FTA</b>	Federal Transit Administration
<b>FY</b>	Fiscal Year (October to September for federal funds; July to June for state funds; January to December for local funds)
<b>FFY</b>	Federal Fiscal Year
<b>GET</b>	Greeley-Evans Transit
<b>GHG</b>	Greenhouse Gas
<b>GoNoCo 34</b>	NFRMPO Region's first TMO along US34
<b>GOPMT</b>	Goals, Objectives, Performance Measures, and Targets
<b>GVMPO</b>	Grand Valley MPO (Grand Junction/Mesa County)
<b>HOV</b>	High Occupancy Vehicle
<b>HSIP</b>	Highway Safety Improvement Program (FHWA Safety Funds)
<b>HTF</b>	Highway Trust Fund (the primary federal funding source for surface transportation)
<b>HUTF</b>	Highway Users Tax Fund (the State's primary funding source for highways)
<b>IACT</b>	State Interagency Consultation Team (for GHG)
<b>ICG</b>	Inter-Agency Consultation Group for Ozone Nonattainment Area
<b>IGA</b>	Intergovernmental Agreement
<b>IJA</b>	Infrastructure Investment and Jobs Act (also known as BIL)
<b>IMW MPO</b>	Intermountain West MPO Group
<b>INFRA</b>	Infrastructure for Rebuilding America (a competitive federal grant program for freight improvements)
<b>I&amp;M or I/M</b>	Inspection and Maintenance program (checking emissions of pollutants from vehicles)
<b>ITS</b>	Intelligent Transportation Systems
<b>LCMC</b>	Larimer County Mobility Committee
<b>LRP or LRTP</b>	Long Range Plan or Long Range Transportation Plan
<b>LUAM</b>	Land Use Allocation Model (of the NFRMPO)

Revised 3/17/2026

## GLOSSARY (cont'd)

<b>MAP-21</b>	Moving Ahead for Progress in the 21st Century (2012 federal transportation legislation)
<b>MAPG</b>	Mobility and Access Priority Group, formerly known as the Senior Transportation Coalition (STC)
<b>MMOF</b>	Multimodal Transportation and Mitigation Options Funds (state funds allocated to MPOs and TPRs in SB18-001)
<b>MOA</b>	Memorandum of Agreement
<b>MOU</b>	Memorandum of Understanding
<b>MPO</b>	Metropolitan Planning Organization
<b>MVEB</b>	Motor Vehicle Emissions Budget
<b>NAA</b>	Non-Attainment Area (for certain air pollutants)
<b>NAAPME</b>	Nonattainment Area Air Pollution Mitigation Enterprise
<b>NAAQS</b>	National Ambient Air Quality Standards
<b>NARC</b>	National Association of Regional Councils
<b>NCMC</b>	Northern Colorado Mobility Committee
<b>NEPA</b>	National Environmental Policy Act
<b>NFRT &amp; AQPC</b>	North Front Range Transportation & Air Quality Planning Council (also NFRMPO)
<b>NFRMPO</b>	North Front Range Metropolitan Planning Organization (also NFRT & AQPC)
<b>NHS</b>	National Highway System
<b>NoCo</b>	Northern Colorado Bicycle and Pedestrian Collaborative
<b>NOFO</b>	Notice of Funding Opportunity
<b>NOx</b>	Nitrogen Oxides
<b>OBD</b>	On-Board Diagnostics (of a vehicle's engine efficiency and exhaust)
<b>O<sub>3</sub></b>	Ozone
<b>OIM</b>	Office of Innovative Mobility, division of CDOT
<b>PACOG</b>	Pueblo Area Council of Governments
<b>PL</b>	Federal Planning (funds)
<b>PIP</b>	Public Involvement Plan
<b>POP</b>	Program of Projects
<b>PPACG</b>	Pikes Peak Area Council of Governments (Colorado Springs)
<b>PPB</b>	Parts per billion
<b>PPM</b>	Parts per million
<b>PPP (also P3)</b>	Public Private Partnership
<b>R4 or R-4</b>	Region 4 of the Colorado Department of Transportation
<b>RAQC</b>	Regional Air Quality Council
<b>RATC</b>	Regional Active Transportation Corridor
<b>RPP</b>	Regional Priority Program (a funding program of the Colorado Transportation Commission)
<b>RSC</b>	Regionally Significant Corridor
<b>RTC</b>	Regional Transit Corridor
<b>RTD</b>	Regional Transportation District in the Denver Region or Regional Transportation Director for CDOT Regions
<b>RTDM</b>	Regional Travel Demand Model (of the NFRMPO)
<b>RTP</b>	Regional Transportation Plan
<b>SH</b>	State Highway
<b>SIP</b>	State Implementation Plan (air quality)

Revised 3/17/2026

## GLOSSARY (cont'd)

<b>SOV</b>	Single Occupant Vehicle
<b>SPR</b>	State Planning and Research (federal funds)
<b>SRTS</b> <i>(see TA)</i>	Safe Routes to School (a pre-MAP-21 FHWA funding program)
<b>SS4A</b>	Safe Streets and Roads for All Funding Program
<b>STAC</b>	Statewide Transportation Advisory Committee
<b>STIP</b>	Statewide Transportation Improvement Program
<b>STBG</b> <i>(previously STP-Metro)</i>	Surface Transportation Block Grant (a FAST Act FHWA funding program)
<b>SWC&amp;FRPRC</b>	Southwest Chief & Front Range Passenger Rail Commission (2017-2022)
<b>SWMPO</b>	Statewide MPO Committee
<b>SWP</b>	Statewide Plan (CDOT)
<b>TAC</b>	Technical Advisory Committee (of the NFRMPO)
<b>TA</b> <i>(previously TAP)</i>	Transportation Alternatives program (an FHWA funding program)
<b>TAZ</b>	Transportation Analysis Zone (used in travel demand forecasting)
<b>TC</b>	Transportation Commission of Colorado
<b>TDM</b>	Transportation Demand Management
<b>TERC</b>	Transportation Environmental Resource Council
<b>TIGER</b>	Transportation Investment Generating Economic Recovery (a competitive federal grant program from 2009-2017 replaced by BUILD)
<b>TIP</b>	Transportation Improvement Program
<b>Title VI</b>	U.S. Civil Rights Act of 1964, prohibiting discrimination in connection with programs and activities receiving federal financial assistance
<b>TMA</b>	Transportation Management Area (federally designated place >200,000 population)
<b>TMO</b>	Transportation Management Organization, also known as TMA – Transportation Management Association
<b>TOD</b>	Transit Oriented Development
<b>TPR</b>	Transportation Planning Region (state-designated)
<b>TRAC</b>	Transit & Rail Advisory Committee (for CDOT)
<b>UFR</b>	Upper Front Range TPR
<b>UPWP</b>	Unified Planning Work Program
<b>UrbanSIM</b>	Land Use model software licensing company used by the NFRMPO for the LUAM
<b>VMT</b>	Vehicle Miles Traveled
<b>VOC</b>	Volatile Organic Compound
<b>WCMC</b>	Weld County Mobility Committee

## Meeting Minutes of the North Front Range Transportation and Air Quality Planning Council

**April 2, 2026**

### **Hybrid Meeting in Weld County, CO**

#### Voting Members Present:

Kristin Stephens – Chair	-Larimer County
Johny Olson – Past Chair	-Greeley
Chris Conway	-Fort Collins
Dan Dean	-Milliken
Julie Cline	-Windsor
Paula Cochran	-LaSalle
Matthew Fries	-Severance
Cecil Gutierrez	-Transportation Commission
Scott James	-Weld County
Bill Jenkins	-Timnath
Patrick McFall	-Loveland

#### Voting Members Absent:

Fil Archuleta	-Garden City
Jeff Crabtree	-Evans
Jessica Ferko	-CDPHE-APCD
Liz Heid	-Eaton
Will Karspeck	-Berthoud
Andrew Paranto	-Johnstown

**MPO Staff:** Elizabeth Relford, Executive Director; Tonja Burshek, Controller; Becky Karasko, Transportation Planning Director; Jerome Rouser, Transportation Planner II; Mykayla Graalum, Transportation Planner I; Jonathan Stockburger, Transportation Planner I; Aaron Hull, Mobility Planner; Lisa Joyner, Mobility Specialist.

**In Attendance:** Darin Barrett; Bill Becker; Brad Buckman; Tricia Canonico; Tom Christian; Rich Christy; Bill Cruise; Jim Eussen; Hanna Feldmann; Will Jones; Jon Mallo; Sandra Hagen Solin; Denise Staley; Sal Pace; Lynette Pepler; Evan Pinkham; Bert Smith; Justin Stone; Steve Teets; Josie Thomas; Eric Tracy; Dena Wojtach.

Chair Stephens called the MPO Council meeting to order at 6:01 p.m.

#### Public Comment

Steve Teets, Greeley, encourages the region to work towards creating a Regional Transportation Authority (RTA) due to the growth and need for connectivity in Northern Colorado. Teets mentioned the Weld County Mobility Committee agenda includes case studies on the challenges for people to get where they need to go, with getting to medical appointments being the hardest trip purpose to meet. Teets mentioned that in Greeley, the buses with squeaky brakes need to be repaired. Teets gave an open invitation for the Planning Council to attend the Northern Colorado Mobility Committee meeting that happens quarterly in Windsor. Teets stated the proposed transit route between Greeley and Loveland needs to be improved so the route provides better connectivity.

## Councilmember Announcements

Olson announced the City of Greeley is starting a West Greeley Oversight Committee. They are currently accepting volunteers for the committee board, and the board will meet once a week and report solutions and recommendations to Greeley's City Council. Olson explained why it would be important to get involved in the West Greeley Oversight Committee from a transportation perspective.

## CONSENT AGENDA

James **moved to APPROVE THE CONSENT AGENDA**. The motion was **seconded** by Olson and **passed** unanimously.

## Lead Planning Agency for Air Quality Agenda

Chair Stephens opened the Air Quality portion of the meeting.

## REPORTS:

### Air Pollution Control Division (APCD)

A written report was provided.

### NFRMPO Air Quality Program Updates

Wojtach reported that the EPA has approved Arizona's 179B analysis for the Phoenix-Mesa Ozone Nonattainment Area, allowing their region to be classified as a moderate nonattainment area and avoid future downgrades. She noted that the approval was based solely on international contributions, as the EPA did not act on other factors included in the analysis, such as wildfire and biogenic contributions. Wojtach provided an update on planning for the upcoming Intermountain West 2026 Ozone Exchange. The conference is anticipated to be held over two or three days, and Council members were encouraged to reserve October 12 through October 14, 2026, to attend. She added that the NFRMPO will need to begin securing partnerships and sponsors to help offset event costs.

Olson stated that the group would benefit from additional information on Section 179B, including the cost and level of effort required to complete such an analysis, and suggested it could be a valuable topic for a presentation at the conference. He also noted that Weld County has made significant progress on air quality in recent years and encouraged submission of an abstract. Olson added that the oil and gas industry has also made notable improvements and should be included in the conversation. Wojtach responded that Arizona invested substantial resources into its 179B analysis, including contractor support, staff time, and coordination with EPA, representing a significant financial commitment. She noted that demonstrating international contributions becomes more difficult farther inland, such as in Colorado. Wojtach added that the conference is planned to include a panel discussion on the 179B analysis and emphasized that these analyses ultimately require approval from the governor. She also highlighted the importance of including environmental groups in the discussion, even if their ability to contribute financially is limited.

Relford emphasized the importance of using the conference as an opportunity to bring stakeholders together to foster discussion and begin developing a coordinated communication strategy moving forward.

### Regional Air Quality Council (RAQC)

Stephens explained that the Clean Air Auto Repair program assists individuals with vehicle repairs needed to pass the state's emissions test. She noted the program is expanding into the NFRMPO region using NAAPME funding, pending execution of a contract with CDOT. Stephens also outlined eligible repair costs and the process for receiving assistance.

Fries stated that a constituent had inquired whether small businesses would be eligible for the Clean Air Auto Repair Program. Stephens responded that she would follow up on the question and noted that a separate program exists to support the replacement of older diesel vehicles with cleaner alternatives.

### Nonattainment Area Air Pollution Mitigation Enterprise (NAAPME)

Stephens explained that NAAPME is funded through sources such as the retail delivery fee and rideshare revenue. She noted that rideshare revenue has fallen below projections, requiring adjustments to NAAPME's budget. Stephens also announced that the next NAAPME meeting will be held on April 23, 2026.

## Metropolitan Planning Organization (MPO) Agenda

Chair Stephens opened the MPO portion of the meeting.

### REPORTS:

#### Report of the Chair

Stephens awarded Canonico a certificate of appreciation to thank her for serving on the NFRMPO Planning Council.

#### Executive Director Report

Relford explained that as part of the MPO's Certification Review, the public is invited to provide feedback on their experience with the MPO through a survey available on the website through May 1, 2026. She noted the MPO has updated its logo and color palette to improve digital accessibility, and the MPO submitted a SIPA microgrant to purchase digital accessibility software. Relford reported the Highway Safety Office grant application was submitted, with award announcements expected on April 20, 2026. She also shared that the MPO completed its IT transition to a new service provider, resulting in cost savings that will be reinvested into technology improvements. Relford explained ongoing audit efforts, which have identified outdated policies that may result in an audit finding. She noted the Finance Committee's actions to affirm the mileage reimbursement process and support updates to job position descriptions. Relford shared the Acumatica financial module go-live date will be May 4<sup>th</sup> with the payroll module being delayed.

### Colorado Transportation Investment Office (CTIO)

Canonico shared they received an update on Mountain Rail service at their last meeting. She announced they plan to start year-round service in November, so they voted on allotting \$500,000 of funding towards early procurement for a layover facility in Granby. Canonico stated they are also looking into a West Metro Station in Arvada for the Mountain Rail service. Canonico provided an overview of the 10-Year Plan project strategy for I-25 and I-270.

### Transportation Commission

Gutierrez shared that the TC has been involved in a significant number of joint meetings with other organizations, including another joint CTIO meeting on Bustang service. He shared there will be a meeting on April 28, 2026, to discuss the joint service agreement between RTD, CTE, TC, and CTIO regarding Front Range Passenger Rail.

### Front Range Passenger Rail District

Mallo reported that at the March 26, 2026 meeting, the District discussed a resolution to identify the primary station location in Douglas County as Sterling Ranch. He explained the proposed site is near US 85 and Titan Road along the Santa Fe Drive corridor between Castle Rock and Highlands Ranch. Mallo also noted discussion of a potential special events station at Burnham Yard in Denver. Mallo shared that the District has hosted town halls in Pueblo, Denver, Colorado Springs, and Fort Collins, with additional meetings planned in Longmont, Denver, Loveland, and Westminster. He added that the Boulder town hall will be rescheduled. Mallo reported that more than 25,000 votes were cast in the “Name the Train” contest, with the governor scheduled to announce the winning name on April 6, 2026, at Union Station. He also provided an overview of the District’s marketing and outreach efforts. Mallo stated that the District boundary will be realigned, resulting in Timnath, Windsor, and Johnstown being removed from the District and no longer subject to taxation.

James asked about the cost of consultants supporting the District. Mallo responded that he was unsure. Canonico clarified that to place a measure on the ballot, the District is statutorily required to conduct outreach. She stated many consultants are supporting those efforts, which include town halls and boundary planning. He added that the District currently has three full-time employees and limited staff capacity relative to the workload. McFall requested additional documentation on the District’s budget and funding sources.

### Finance Committee

A written report was provided.

### March 2026 TAC Executive Summary

A written report was provided.

### 2026 Colorado Legislature Updates

A written report was provided.

## Mobility Program Updates

A written report was provided.

### ACTION ITEM:

#### March 2026 TIP Amendment

Stockburger noted the March 2026 Transportation Improvement Program (TIP) Amendment included two project additions from Transfort. The first project addition was the *Transfort MAX BEB Purchase* with \$4,979,250 State CDOT CTE funding and \$553,250 Local funding in FY26. The second project addition was the *Transit Operations Program* with \$2,666,024 State CDOT CTE funding and \$296,225 Local Funding in FY26. Stockburger stated the public comment period opened March 5, 2026, and will close on April 6, 2026. He added staff noted no disadvantages, and TAC recommended approval of the two additions.

James **moved** to approve *RESOLUTION 2026-08 APPROVING THE MARCH 2026 AMENDMENT TO THE FY2024-2027 TRANSPORTATION IMPROVEMENT PROGRAM (TIP)*. The motion was **seconded** by Cline and **passed** unanimously.

### PRESENTATION:

#### Front Range Passenger Rail District Update

Pace provided an overview of the Front Range Passenger Rail District. He noted that the project is advancing in phases, with initial starter service between Fort Collins and Denver funded through RTD and state enterprises anticipated as early as 2029, with expanded service planned over time. Pace noted that initial service is being designed to maximize cost-effectiveness by using existing rail infrastructure and avoiding the need for significant new right-of-way. Pace discussed ongoing coordination with freight rail partners, development of a service plan, and efforts to refine station locations and local partnerships. Pace shared that the District is exploring a 2026 ballot measure and is currently advancing public engagement, financial planning, and implementation strategies to support that effort. He added that proposed funding and governance approaches emphasize collaboration with local communities, including opportunities for municipalities to play a role in station development and receive funding support.

James calculated the estimated operating cost per passenger based on the figures presented and stated it would be approximately \$54.75 per passenger, compared to a proposed fare of \$8.75. He asked whether the roughly \$46.00 difference would be subsidized through sales tax revenue. Pace responded that feedback from voters indicates a preference for funding the service through a sales tax rather than alternatives such as a property tax and emphasized that the service represents an investment in an alternative transportation option. Pace added that the presentation reflects a high-end operating cost estimate and a low-end ridership projection.

Stephens asked for clarification on whether the measure would be placed on the ballot this year. Pace responded that this is the current plan, noting that notification to the Secretary of State would be required by the end of July, with ballot language to be finalized in August.

## DISCUSSION ITEM:

### Active Transportation Plan (ATP)

Rouser provided an update on the Active Transportation Plan (ATP) and adoption timeline. He provided an overview of the Plan's purpose, summarized the chapters and key content, summarized ATP survey responses, provided examples of Regional Active Transportation Corridor (RATC) profiles and segment-level information, and presented the action steps recommended in the Plan. Rouser noted the public comment period opened March 20, 2026, and will close on April 20, 2026. The Plan will go to TAC in April for recommendation, followed by Planning Council consideration for adoption in May.

Relford mentioned the MPO is in the process of making the Rouser, the MPO staff member involved with the NoCo Bike & Pedestrian Collaborative, a participant in the Collaborative instead of the facilitator. Relford explained that by doing this, the MPO will have more time to focus on implementing ATP action steps and development of the Regional Transportation Plan (RTP).

## COUNCIL REPORTS:

### STAC Report

Stephens reported that a group called Truckers Against Trafficking provides training to help drivers recognize and report human trafficking. She noted that she can connect interested businesses or organizations with a contact that can give presentations or provide additional information. Stephens shared that STAC received updates on Bustang and tolling, though no definitive decisions have been made at this time. She also noted there has been limited movement on the Transportation Reauthorization Bill. Stephens stated that the Bridge Enterprise will be receiving additional funding to support improvements to bridges in poor condition and provided an update on electric vehicle sales and related funding efforts. Stephens reported that STAC received a presentation on roadside fire mitigation. She explained that, due to lower-than-expected snow removal expenditures this year, additional funding is available for fire mitigation efforts, which is particularly important given current drought conditions.

### Host Council Member Report

James invited Evan Pinkham, Weld County TAC Representative, to provide updates on transportation projects in Weld County. Pinkham reported that the County has initiated an update to its Transportation Plan and will be forming a stakeholder group as part of that process. He also noted that the Planning Department is updating its Comprehensive Plan, with ongoing public outreach and stakeholder engagement, and that both plans are anticipated to be completed later this year. Pinkham shared that improvements are underway on High Plains Boulevard, which serves as a parallel route to I-25 between SH 119 and SH 66. The project includes construction of a one-mile roadway segment north of SH 66 between WCR 32 and WCR 34, which includes new roundabouts at both intersections. He also announced a roundabout project at CR 54 and CR 13 will begin construction soon. He noted the project received funding through the NFRMPO. Pinkham added that the roundabout project at CR 54 and CR 13 will be followed by corridor improvements along CR 54 to the east between the county line and SH 257.

**MEETING WRAP-UP:**

Next Month's Agenda Topic Suggestions – None.

The meeting was adjourned at 8:23 p.m.

Meeting minutes submitted by: Mykayla Graalum, NFRMPO Staff



## MEMORANDUM

**To:** NFRMPO Planning Council  
**From:** Jerome Rouser  
**Date:** May 7, 2026  
**Re:** Action Item – Active Transportation Plan

### Summary

The NFRMPO is federally required to address active transportation planning as a component of the Regional Transportation Plan (RTP). The ATP will serve as the active transportation component of the 2050 RTP.

NFRMPO Staff has been working on the Active Transportation Plan (ATP) with the guidance of the TAC and Planning Council. The draft ATP was released for public comment on March 20, 2026. The public comment period will close April 20, 2026. Public comments will be incorporated prior to the anticipated Planning Council adoption on May 7, 2026.

The ATP is divided into five chapters:

- Chapter 1: Introduction
- Chapter 2: Existing Conditions
- Chapter 3: Strategies, Approaches, and Emerging Trends
- Chapter 4: Regional Active Transportation Corridors (RATCs)
- Chapter 5: Action Steps

### Recommendation

NFRMPO Staff requests Planning Council approve *Resolution 2026-09* adopting the Active Transportation Plan (ATP).

### Attachments

- *Resolution 2026-09*

**RESOLUTION NO. 2026-09**  
**OF THE NORTH FRONT RANGE TRANSPORTATION & AIR QUALITY PLANNING COUNCIL**  
**ADOPTING THE 2025 ACTIVE TRANSPORTATION PLAN (ATP)**

**WHEREAS**, the North Front Range Transportation and Air Quality Planning Council (dba NFRMPO), is the Metropolitan Planning Organization for the North Front Range of Colorado and receives both Federal Highway Administration (FHWA) and Federal Transit Administration (FTA) in the work programs of the agency; and

**WHEREAS**, the NFRMPO is federally required to address bicycle and pedestrian (active transportation) planning as a component of the *Regional Transportation Plan* (RTP) according to Code of Federal Regulations (CFR) §450.324; and

**WHEREAS**, the Value Statement of the NFRMPO's *2050 RTP* Goals, Objectives, Performance Measures, and Targets (GOPMT) Framework are guided by the following Value Statement: "Ensure the multimodal transportation system in Northern Colorado is safe, socially and environmentally sensitive, and strengthens the region's quality of life and economic vitality".

**NOW, THEREFORE, BE IT RESOLVED** the North Front Range Transportation & Air Quality Planning Council approves the *2025 Active Transportation Plan* (ATP).

Passed and approved at the regular meeting of the North Front Range Transportation & Air Quality Planning Council held this 7<sup>th</sup> day of May 2026.

\_\_\_\_\_  
Liz Heid, Vice Chair

ATTEST:

\_\_\_\_\_  
Elizabeth Relford, Executive Director



## Colorado Transportation Investment Office (CTIO)<sup>1</sup> Board of Directors Minutes

**Held: Wednesday, March 18, 2026, 10:30 a.m.**

The CTIO meeting was broadcast on YouTube Live. A recording of the 10:30 a.m. - 12:00 p.m. section is available [here](#), and this [link](#) is for the joint workshop with the Transportation Commission (TC) at 12:30 p.m. The recordings will be available on YouTube for six months after the meeting. After that time, they will be archived.

The regular meeting of the CTIO Board of Directors was convened in accordance with applicable statutes of the State of Colorado, with the following Directors present:

- Cecil Gutierrez, Chair (remote)
- Nellie Moran, Vice-Chair (in-person)
- Shelly Cook (in-person)
- Gina Sacripanti (remote)
- Terry Hart (in-person)
- Patricia Canonico (in-person)

### Roll Call Regular Meeting

All board members were present. The meeting began at 10:33 a.m.

### Public Comment

The CTIO Board received public comment from two individuals, Kurt Huffman regarding the Safety and Toll Enforcement Program (STEP), and Adams County Commissioner Mullica, on I-25 North toll revenue funding for Bustang operations.

### Comments from Directors

There were no comments from CTIO Directors.

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<sup>1</sup> The High Performance Transportation Enterprise (HPTE) is now doing business as the Colorado Transportation Investment Office (CTIO). CTIO is how the enterprise will refer to itself now and in the future, however, the HPTE name is retained for legislative and legal documents. publicMetropolitan

## Director's Report

CTIO Director, Piper Darlington, provided the Director's Report, which included information on the following:

- Staffing update: introduction to new staff member, CTIO Deputy Director Meredith Moon, and timing of upcoming future appointments.
- Passenger Rail: Participation in a meeting of the Joint Service Executive Oversight Committee (JSEOC) to continue the advancement of passenger rail, as recently discussed with the Board.
- I-25 North: Timing of tolling go-live for the Express Lanes from Berthoud to Fort Collins and associated public outreach.

### Discussion

- CTIO Board members and staff discussed the follow-up to the Pikes Peak Area Council of Governments (PPACG) regarding a traffic and revenue analysis. CTIO Director Darlington confirmed that she would return to the board with a scope of work and associated costs for this analysis for their consideration.

## Legislative Update

Emily Haddaway, CDOT Legislative Liaison, provided the legislative update to the board, focusing on the Multimodal Transportation and Mitigation Options Fund (MMOF) comeback bill. The update also detailed current legislation that CDOT is tracking, including transportation statutory clean-up, flock cameras, and speed camera enforcement.

## Consent Agenda

Director Sacripanti flagged an error on the timing of the February 24th meeting. CTIO staff confirmed they would make that correction, and the board would vote on a version that includes it.

**ACTION:** Upon a motion by Director Cook, seconded by Director Hart, a vote was held, and Resolution #488, February 18th and 24th, 2026, Minutes were unanimously approved.

## Mountain Rail Update

Maux Sullivan, CDOT Assistant Director, Passenger Rail, provided a presentation to the Board on Mountain Rail. It contained the following information:

- Project overview
- Update on critical path items for phase one
  - Operator service contract
  - Granby layover facility
  - Initiation of West Metro Station Study
- Future Topics for CTIO Board engagement

### Discussion

- CTIO Board members, CDOT, and CTIO staff discussed the West Metro Study timeline, stakeholder engagement, and possible station locations. CTIO Board members expressed their interest in receiving a more detailed briefing on the study at a later date.
- CTIO Board members confirmed their support for moving forward with the turnout procurement and looked forward to receiving an updated budget supplement during the April meeting to address the other core elements presented.

## 10-Year Plan Project Strategy

CTIO Director Darlington provided a presentation on the 10-Year Plan Strategy that included information on the following:

- I-25 corridor overview
- Financing strategy to advance the I-25 corridor
- Eligible cost basis for Transportation Infrastructure Finance and Innovation Act (TIFIA) loan sizing
- Project gross toll revenue by segment
- I-25 corridor project summary and flexibility
- I-270 corridor overview and associated next steps

### Discussion

- CTIO Board members and staff discussed the I-25 Segment Five completion date, the funding delta presented, the debt ratio coverage, revenue forecasting, and the change in TIFIA loan eligibility.
- The CTIO Board thanked staff for the detailed strategy presented and confirmed their support for the associated next steps.
- Director Cook expressed her full confidence in the CTIO's strategy and expertise. This sentiment was echoed by Chair Gutierrez and backed by the rest of the board—including Vice-Chair Moran and Directors Hart, Conanico, and Sacripanti—who all confirmed their support for the staff's proposed plan.

## Tolling Services Agreement (TSA) Eighth Amendment

Jason McEldowney, CTIO Technical Program Manager, presented to the Board on the CTIO Commercial Back-Office System (CBOS) Program and the associated TSA Eighth Amendment. It included information on the following:

- CBOS overview and goals
- Mutual goals of the wind-down plan with E-470
- TSA wind down development, associated recommended solutions, and next steps

**ACTION:** Upon a motion by Director Cook, seconded by Director Canonico, a vote was held, and Resolution #489, TSA Eighth Amendment, was unanimously approved.

## Burnham Yard Sale Approval

CTIO Director Darlington provided a short overview of the Burnham Yard property and the steps taken to date regarding the transportation planning study, preparations for the property's sale, and requested Board approval of the sale.

**ACTION:** Upon a motion by Director Hart, seconded by Vice-Chair Moran, a vote was held, and Resolution #490, Burnham Yard Sale, was unanimously approved.

## **Fiscal Year 2026-27 Annual Budget Approval**

CTIO Director Darlington provided a brief recap of the draft budget presented to the Board during the February meeting and requested approval.

**ACTION:** Upon a motion by Director Cook, seconded by Vice-Chair Moran, a vote was held, and Resolution #491, Fiscal Year 2026-27 Annual Budget, was unanimously approved.

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The CTIO Board of Directors took a short break at 12:07 pm and reconvened at 12:32 in joint workshops with the Transportation Commission.

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## **Joint workshop with the TC on Bustang Funding**

Jeff Sudmeier (Chief Financial Officer), Kay Kelly (Office of Innovative Mobility Chief), and Piper Darlington (CTIO Director) provided a presentation to the CTIO Board and TC that focused on the following:

- Quantifying Bustang Benefits
  - Customers
  - Society
  - Highway operations
- Bustang ridership
- Service optimization scenarios
- Funding sources with transit eligibility
- Next steps

### **Discussion**

- CTIO Board, TC members, and CTIO and CDOT staff discussed:
  - Congestion Mitigation and Air Quality Improvement (CMAQ) funding allocations
  - Costs associated with Outrider, Pegasus, and Snowstang
  - Mobility hubs operations costs
  - Outrider contracts and requests for proposals
  - Role of transit in congestion management and the benefit to other users of the roadway
  - Farebox recovery
  - Express Lanes revenue and how it could possibly support Bustang
  - Current transit providers
  - Legislative options and future discussions with the CTIO Board and TC
  - Uses of Senate Bill 24-184 funds

## **Adjournment**

The CTIO Board adjourned at 1:47 p.m.



**Front Range Passenger Rail District  
Board of Directors 2026  
REGULAR MEETING**

[Join Zoom Meeting](#)

Join by Phone: 720-707-2699  
Webinar ID: 846 0703 5098  
**Friday, April 24, 2026, 9:00 AM**

**AGENDA**

- 1. Call to Order; Roll Call, Establish Quorum (Pg. 3)**
- 2. Public Comment**

Advance registration is required to speak during Public Comment. The order of speaking is on a first-come, first-served basis. Public comments will be limited to 3 minutes per person. People wishing to make a comment must sign-up before the start of the meeting at [https://bit.ly/FRPRD\\_PublicComment](https://bit.ly/FRPRD_PublicComment).
- 3. Approval of March 26, 2026, Meeting Minutes (Pg. 4-9)**
- 4. General Manager's Report**
  - A. Outreach Update
  - B. Senate Bill 26-172
  - C. Ballot Access Plan
  - D. Operations Plan/Delivery Plan
  - E. Special Meeting on Tuesday, April 28
- 5. State Report**
- 6. Committee Reports (Pg. 10-27)**
  - A. Government Affairs/Communications (Pg. 10-13)
  - B. Finance
    - i. District Finances (Pg. 14-22)
  - C. Planning (Pg. 23-27)
  - D. Executive

## 7. Board Action Items (Pg. 28-76)

- A. Resolution 2026-09 Approving Proximity Green, LLC Task Order 2 (Pg. 28-37)
- B. Resolution 2026-10 Approving a Contract for Professional Services with HNTB (Pg. 38-60)
- C. Resolution 2026-11 Adopting the Local Return Program and Station Planning Principles (Pg. 61-69)
- D. Resolution 2026-12 Establishing a Special Event Station Policy (Pg. 70-76)

## 8. Board Discussion Items

## 9. Director Updates

## 10. Executive Session

*Executive Session pursuant to Section 24-6-402(4)(e)(I), C.R.S. to discuss positions relative to matters subject to negotiation and pursuant to Section 24-6-402(4)(b), C.R.S. for the purposes of receiving legal advice.*

## 11. Adjourn

Meeting Minutes of the  
Finance Committee of the North Front Range Transportation & Air Quality Planning Council

April 16, 2026  
3:00 p.m.  
Microsoft Teams

<b>Members</b>	<b>Staff</b>
Liz Heid	Elizabeth Relford
Bill Jenkins	Tonja Burshek
Matthew Fries	Becky Karasko
Patrick McFall	Tanya Trujillo-Martinez
	Shane Armstrong
	Barbara Bills

The meeting was called to order by Heid at 2:58 p.m.

**Approval of Minutes:**

The motion was made by Fries to approve the March 19, 2026, minutes and was seconded by Jenkins. The motion passed by acclamation.

**Organizational Updates:**

Relford explained that the contract with Employers Council was moving forward starting with updating five job descriptions this month, the three transportation planners, the VanGo fleet manager, and the mobility specialist.

**Transportation Updates:**

Karasko updated the Committee on the submission of the application for the 2027 Safety Roundtable grant. She also discussed acquiring seven Common Look software licenses.

**Mobility Update:**

The MPO Mobility team secured two complementary grant awards totaling \$119,000 to help strengthen and expand RideNoCo services for older adults, individuals with disabilities, and other underserved populations.

**Financial Updates:**

Burshek informed the Committee that the MPO has put a hold on the finance portion of the new VanGo RidePro program because the system will not integrate with Acumatica.

The audit is on track to present at the June Council meeting and the May Finance Committee Meeting.

The Acumatica installation will start with the finance module in May, and we will use the sandbox payroll module concurrently with isolated until we are confident in the processing.

The Quarter 1 unaudited financials will be presented at the May Finance Committee meeting.

The combined MPO and VanGo 2026 expense budget was presented alongside the 2025 actuals comparing the net loss for each year. In order to keep the VanGo program and the MPO solvent, it is necessary to use reserves from the CoTrust account. Jenkins felt the Council as a whole should be informed that we are running on a deficit. Heid agreed that this would bring greater understanding going forward and would like staff to present at a future Council meeting.

The meeting was adjourned at 3:49 p.m.

**EXECUTIVE SUMMARY of the  
TECHNICAL ADVISORY COMMITTEE (TAC)  
North Front Range Transportation and Air Quality Planning Council  
April 15, 2026**

**Approval of the March 18, 2026, TAC Meeting Minutes** – Hornkohl moved to approve the March 18, 2026 TAC Minutes. Tracy seconded the motion, which was approved unanimously.

**ACTION ITEMS**

**Active Transportation Plan** – Rouser stated that the Active Transportation Plan (ATP) is out for public comment from March 20 to April 20, 2026. Rouser added, to date, five comments have been received, consisting primarily of minor edits and recommendations that are not expected to significantly alter the Plan.

Hornkohl moved to recommend Planning Council approve the Active Transportation Plan (ATP). Tracy seconded the motion, which was approved unanimously.

**April 2026 TIP Amendment** – Stockburger noted the April 2026 TIP Amendment included four project additions and one project modification from Fort Collins, Loveland Greeley, and CDOT. The projects for additions are *Fort Collins Codes and Standards Audit, Harmony Road Study, and Lake Street Demonstration Project* with \$925,006 Federal SS4A funding and \$266,458 Local funding in FY26, *Greeley SS4A Demonstration Projects* with \$7,917,600 Federal SS4A funding and \$2,029,400 Local Funding in FY26, *Loveland SS4A Demonstration Projects* with \$396,000 Federal SS4A funding and \$99,000 Local Funding in FY26 and lastly *Shields Street Separated Bike Lanes* with \$580,000 Local Fort Collins Climate Projects Tax Funding in FY26. Stockburger mentioned the one project modification from CDOT Region 4, *Median Safety Berthoud South*, shifts \$2,036,250 Federal DIS funding from FY25 to FY26, increases \$12,438,750 in FY26, adds \$1,354,995 Federal HSIP funding to FY26 and \$2,748,165 to FY27, and adds \$1,445,840 State FASTER funding to FY26, \$2,400,000 to FY27, and \$4,699,000 to FY28.

Hornkohl moved to recommend Planning Council approve the April 2026 TIP Amendment. Cunningham seconded the motion, which was approved unanimously.

**PRESENTATION ITEM**

**Via Mobility Services Updates**– Adriana Torres with Via Mobility Services provided an update on mobility services supporting vulnerable populations across the NFRMPO region. She highlighted the RideNoCo pilot program in Weld County, which began in 2023 with two buses and has expanded through grant funding. Ridership increased from 555 trips in 2023 to 2,741 in late 2024, and 3,095 trips in 2025, including weekend service, with 223 registered riders as of March 2026. Torres noted that weekday trips primarily serve medical and essential needs, while weekend service supports social and recreational activities. NFRMPO call data indicates continued demand, including unmet needs in areas outside the current service coverage such as Windsor, Severance, Wellington, and Eaton. She emphasized gaps for individuals who do not qualify for Medicaid and highlighted affordability challenges with alternative services. Torres also outlined funding sources, including Weld County, participating municipalities, MMOF, and Federal Section 5311 funding.

**DISCUSSION ITEMS**

**Connected Communities 2055 RTP Vision Statement, Goals and Objectives**– Rouser shared the proposed Goals, Objectives, and Performance Measures for the Connected Communities 2055 RTP **were created by NFRMPO staff**. Rouser presented the proposed vision statement for the Regional Transportation Plan, along with five goal areas focused on safety, health and environment, transportation choice, system operations and

efficiency, and economic development to support a safe, sustainable, and well-connected multimodal transportation system in Northern Colorado for all users. TAC members were asked to provide feedback on the vision statement, goals, and objectives.

**Connected Communities 2055 RTP RATCs, RTCs, and RSCs**– Karasko introduced the Connected Communities 2055 RTP corridor framework and summarized the April 6, 2026 hybrid workshop, outlining updates to Regionally Significant Corridors (RSCs), Regional Active Transportation Corridors (RATCs), and Regional Transit Corridors (RTCs). Approximately 30 RSCs were identified based on regional criteria, with a planning horizon through 2055. Rouser presented 13 RATCs supporting regional non-motorized connectivity and reviewed RTC updates, including corridors advanced from the LINKNoCo study and the introduction of new categories (RTC-B and RTC-C) for additional screening.

Karasko summarized workshop outcomes, including the addition of a new proposed corridor (RSC-A) aligned along 1st Street, LCR 20E, and Ronald Reagan Boulevard, connecting Loveland and Johnstown. Key expansions were also identified, including extending RSC-28 (Prospect Road) east to SH 257 (RSC-11) and west to Taft Hill Road (RSC-18), and extending RSC-18 (Taft Hill/Wilson/LCR 19) to connect with SH 402 (RSC-13), improving regional connectivity across the network.



## MEMORANDUM

To: NFRMPO Planning Council  
From: Jonathan Stockburger  
Date: May 7, 2026  
Re: Report – Q1 2026 TIP Modifications

### Summary

In the first quarter of 2026 (January - March), the NFRMPO processed one Administrative Modification to the FY2024-2027 Transportation Improvement Program (TIP). The modifications are listed and linked below.

- March 2025 TIP Modification - <https://nfrmpo.org/wp-content/uploads/2026-m3-tip-modification.pdf>

The most recent TIP tables including all Policy Amendments and Administrative Modifications can be found at [www.nfrmpo.org/tip](http://www.nfrmpo.org/tip).

For any questions about the Q1 TIP Modifications please contact Jonathan Stockburger at [jstockburger@nfrmpo.org](mailto:jstockburger@nfrmpo.org).

### Recommendation

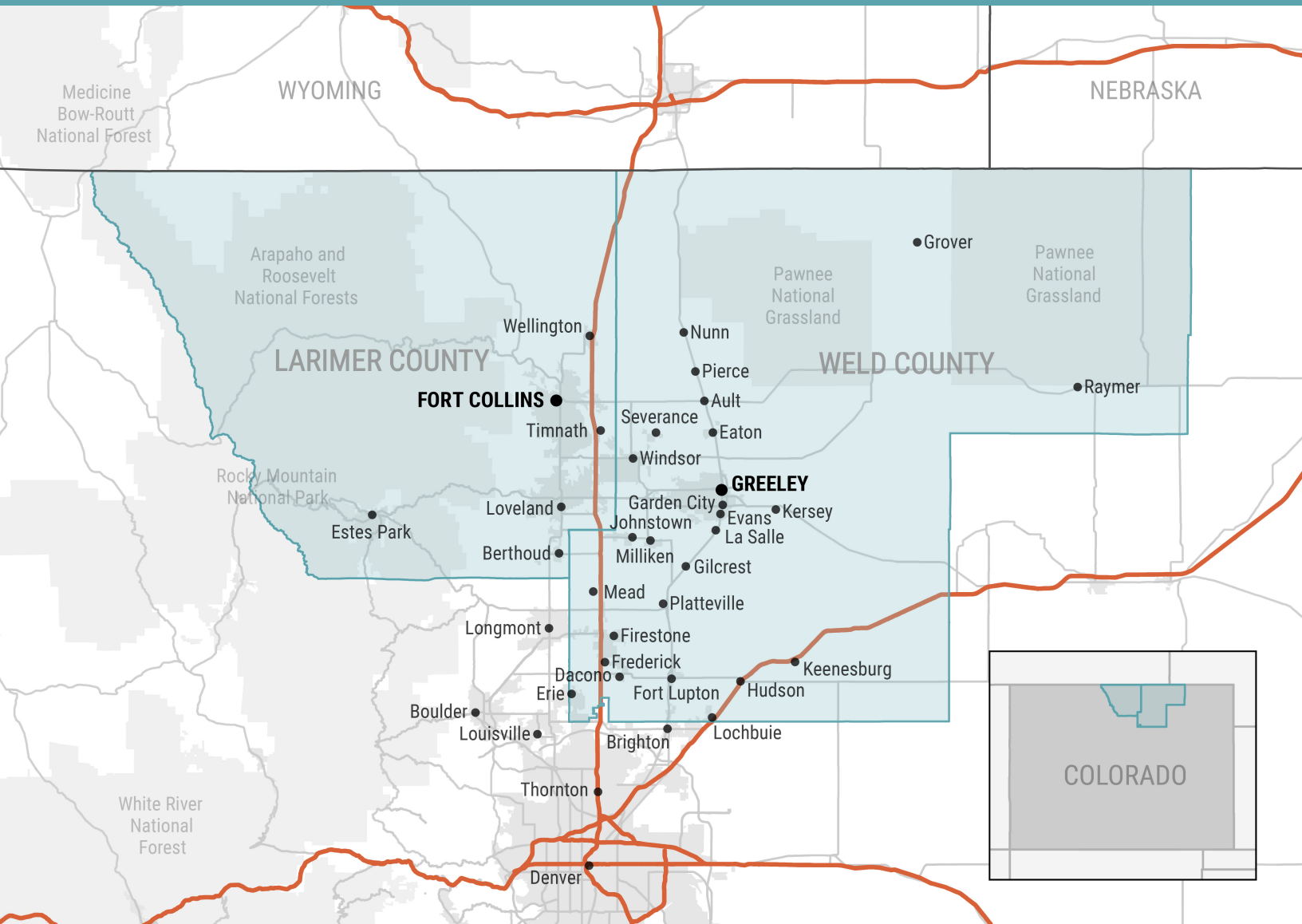
None

### Attachments

- None

# LABOR MARKET PROFILE

## Northern Colorado



SEPTEMBER 2025

# PROJECT SPONSORS



300 E. Olive Street  
Fort Collins, CO 80524  
(970) 416-2164

<https://www.fcgov.com/>

Nestled at the base of the Rocky Mountains in Northern Colorado, the city of **Fort Collins** is known for its high quality of life, vibrant college-town atmosphere, and strong connection to nature and outdoor recreation. The city boasts a lively downtown with historic architecture, a thriving craft brewery scene, and a rich cultural landscape. Key industries include high tech, manufacturing, and emerging sectors like clean energy and biosciences, supported by major employers such as Colorado State University and various healthcare and tech companies.



225 South Meldrum  
Fort Collins, CO 80521  
(970) 482-3746

<https://fortcollinschamber.com/>

The **Fort Collins Area Chamber of Commerce** is the leading membership-based business organization in Northern Colorado. Rooted in ownership and leadership by its members, the Chamber is a dynamic and forward-focused organization. Its diverse membership includes businesses of all sizes and types, ranging from sole proprietors to large multinational corporations, from locally owned retailers to internationally renowned high-tech firms. Embracing both brand-new startups and longstanding companies, including some that have been operating since its founding in 1904, the Chamber values and supports businesses at every stage of their journey.



200 W. Oak Street  
Fort Collins, CO 80521  
(970) 498-6600

<https://www.larimer.gov/>

Located in north central Colorado, **Larimer County** is the state's sixth-largest county by population and a cornerstone of Northern Colorado's economic strength. Spanning 2,640 square miles from the fertile plains to the Continental Divide, the county encompasses vibrant urban centers, thriving mountain communities, and some of Colorado's most productive farmland. As both a gateway to the Rocky Mountains and a growing metropolitan corridor, Larimer County offers an attractive environment for business investment, talent development, and quality of life. The County's economic and workforce development ecosystem spanning training, skills development, and employer partnerships aims to ensure residents and businesses thrive in a competitive, rapidly changing economy.

Cover: Regional map created by TIP Strategies, patterned after the Northern Colorado Regional Economic Development Initiative [regional definition map](#).

# CONTENTS

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  - Regional Trends ..... 3
  - National Trends ..... 16
- Conclusion ..... 20



**TIP Strategies, Inc.**, is a privately held Austin-based firm providing consulting and advisory services to public and private sector clients. Established in 1995, the firm’s core competencies are strategic planning for economic development, talent strategies, organizational development, resiliency planning, and equity initiatives.

### Contact

TIP Strategies  
13492 N Hwy 183, Suite 120-254, Austin, TX 78750  
PH: +1 512 3439113  
[www.tipstrategies.com](http://www.tipstrategies.com)

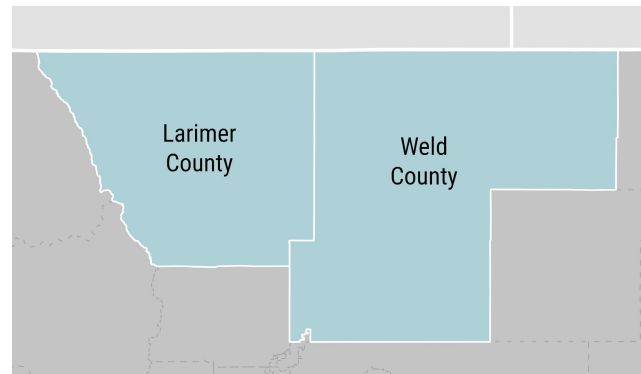
### Project Contributors

Tom Stellman, CEO and Founder  
Erica Colston, Consultant  
Reece Neathery, Analyst

# ABOUT THIS WORK

In preparation for a Northern Colorado talent strategy, local and regional partners commissioned TIP Strategies (TIP) to update a two-county workforce data analysis conducted as part of a strategy published in 2017. This *Labor Market Profile* synthesizes quantitative findings from an extensive analysis of workforce data for the Northern Colorado region that combines state and federal sources with job postings data, offering a real-time window into employer hiring needs. Insights from the data analysis will support the identification of workforce development priorities and provide context for potential next steps to be designed through a stakeholder-aligned, partnership-driven regional strategy.

Figure 1. Two-County Northern Colorado Region




Source(s): TIP Strategies, Inc.

## DATA DELIVERABLES

The primary deliverable of the engagement was the [Northern Colorado Workforce Analysis](#). Provided as an interactive data visualization, the menu of which is shown as Figure 2, this analysis offers a robust look at the baseline characteristics of the Northern Colorado labor market as well as factors influencing the supply and demand of talent across Larimer and Weld Counties. The baseline analysis provides traditional demographic, socioeconomic, and employment data. The supply analysis includes an examination of commuting patterns, postsecondary completions, and apprenticeship data. Finally, TIP’s demand analysis relies on a query of a two-year trend in job postings data to measure occupational demand and skillsets in target sectors, identified by curated, representative lists of regional employers.

Figure 2. Northern Colorado Workforce Analysis Menu



**NORTHERN COLORADO BASELINE**  
DEMOGRAPHICS

- Population Trend
- Population Comparison
- Population Drivers
- Pop. Share of Region
- Socioecon. Comparison
- Socioeconomic Map

EMPLOYMENT


- Employment Trend
- Employ. Share of Region
- Employment Recovery
- Employ. Annual Change

INDUSTRIES

- Industry Employment
- Ind. Share of Region
- Industry Trends
- Industry Net Change
- Industry Concentration

OCCUPATIONS

- Occupation Groups
- Occupation Trends
- Net Job Chang by Occ.
- Jobs vs Resident Workers



**TALENT SUPPLY**  
COMMUTING


- Commuting Trends
- Commuting Demogr.
- Where Residents Work
- Where Workers Live

POSTSECONDARY AWARDS & PROGRAMS

- Awarding Institutions Map
- General Program Distr.
- General Program Trends
- Detailed Program Distr.
- Detailed Prog. Trends

ALTERNATIVE CAREER PATHS

- Apprentice Organizations
- Apprenticeship Trends
- Apprentices in Targets



**TALENT DEMAND**  
DEFINING THE TARGET SECTORS

- Target Definitions

DEMAND PATTERNS

- Employ. Demand Patterns
- Occupations in Demand

TALENT FACTORS

- Qualifications
- Skills in Demand
- Credentials Required

DEMOGRAPHICS & EARNINGS

- Demographics
- Earnings

CAPACITY FOR GROWTH

- Target "What If...?" Scenarios

The workforce data update was also informed by an additional, custom analytical tool, [Northern Colorado Job Quality and Access \(JQA\)](#), prepared by TIP. The JQA’s focus on occupational data provides insights into the different factors affecting job quality (such as earnings, career opportunity, and job stability) and accessibility (as measured by barriers to entry and the demographic composition of the occupation) for more than 700 detailed occupations in the two-county region. This interactive analysis is designed to promote equitable growth and opportunity by helping stakeholders obtain a better understanding of job quality and accessibility. The interactive nature of the *Northern Colorado Workforce Analysis* and the JQA makes contextualized data available for better-informed decision making.

## MOVING FORWARD

Building on the updated workforce data analysis commissioned by the project sponsors, the region’s workforce development coalition, NoCo Works, is moving forward to develop a regional talent strategy. This *Labor Market Profile* describes the key findings, summarized in Figure 3, from TIP’s quantitative analysis of Northern Colorado’s labor market. As a core component of the workforce development strategic planning process, the quantitative data and insights will inform the design of strategic workforce development opportunities, helping communities develop talent, strengthen career pathways, and meet the workforce needs of industry. The remainder of this profile expands on these findings and discusses broad structural changes shaping labor markets around the country, including in Northern Colorado.

**Figure 3. Labor Market Profile Key Findings**

1	Weld County is becoming the driver of population growth in the Northern Colorado region.
2	Northern Colorado benefits from the complementary demographic strengths of its counties.
3	Northern Colorado’s industries vary significantly by sector and location.
4	Fort Collins is a net importer of labor, including work-from-home, while Weld is an exporter.
5	Regional demand for labor varies across the six industry sectors of opportunity.
6	Workforce needs of employers in opportunity sectors skew toward higher education.
7	Twelve occupations cut across multiple opportunity sectors.
8	Regional postsecondary program completions generally align with opportunity sectors.

Source(s): TIP Strategies, Inc.

TIP’s quantitative analysis is only one component of the first phase of the strategic planning process. Using its three-phase planning model—discovery, opportunity, and implementation—the firm will build on the data analysis through stakeholder engagement and best practice identification to develop the regional talent strategy. TIP’s engagement with the community began at the Fort Collins Area Chamber of Commerce’s Talent Summit in April 2025. As the process continues, targeted engagement with industry, education, workforce, and economic development partners will also influence the creation of a regional framework, designed to drive implementation of strategic workforce development opportunities across Northern Colorado.

# FINDINGS

To provide context to the engagement’s primary quantitative deliverables, TIP compiled high-level findings on regional and national trends that influence Northern Colorado’s labor market.

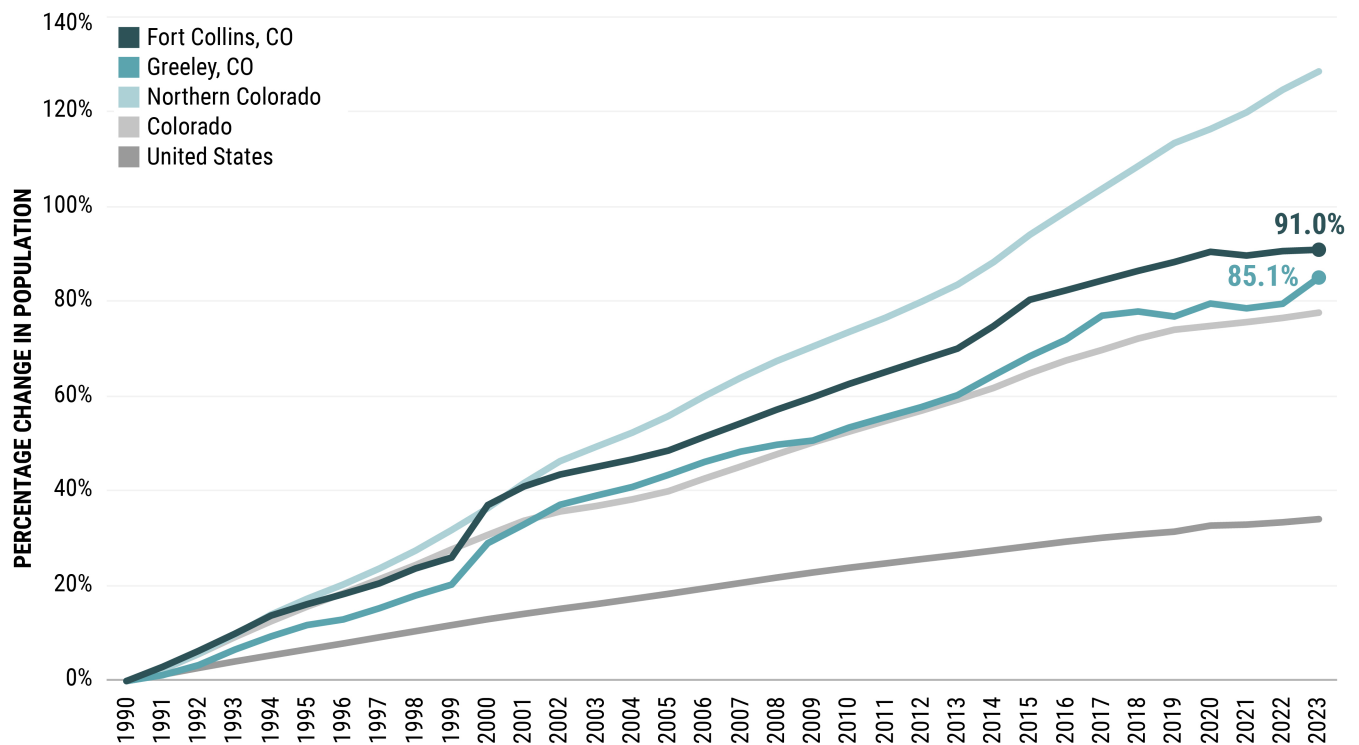
## REGIONAL TRENDS

The interactive *Northern Colorado Workforce Analysis* provides a deep dive on characteristics of the regional labor market, including demographics, employment (by industry and occupational groups), commuting, postsecondary completions, and demand for talent. This section highlights factors that will shape the region’s workforce development priorities and guide decision making about future investments.

### *Weld County is becoming the driver of population growth in the Northern Colorado region.*

The population of Northern Colorado, consisting of Larimer and Weld Counties, has more than doubled since 1990 and increased by 30 percent since 2010 (Figure 4). The region’s high quality of life, the enrollment growth at Colorado State University, and a wealth of economic opportunity afforded to residents have all yielded years of steady population increases. Though Fort Collins has long been a driver of the region’s population increase, the city’s growth has begun to show signs of struggle in the current decade. Over the same period, the broader Northern Colorado region has seen rapid and uninterrupted growth since the COVID-19 pandemic.

Figure 4. Comparative Population Change

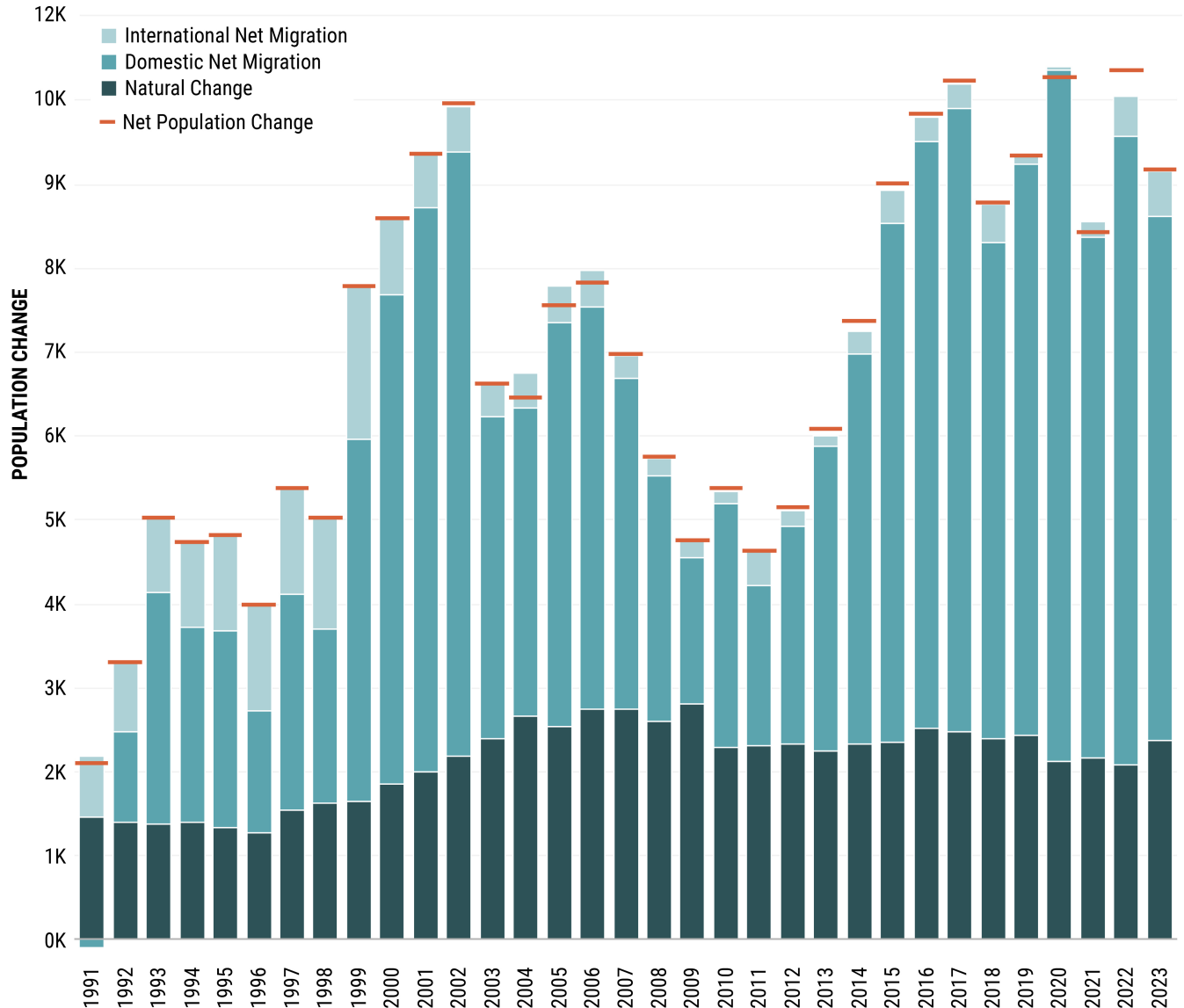


Source(s): US Census Bureau, Population Estimates Program; Moody’s Analytics; TIP Strategies, Inc.

Note(s): Population estimates prior to 2010 are sourced from Moody’s Analytics. Estimates from 2010 to 2023 are sourced from the Census Bureau’s Population Estimates Program vintages 2020 and 2023. The Northern Colorado region consists of Larimer and Weld Counties.

In more recent years, Northern Colorado’s population gains have been largely driven by ongoing growth in Weld County, though the population of Larimer County continues to climb. Larimer County itself has added more than 70,000 residents since 2010, driven in large part by the growth of its largest municipalities, Fort Collins and Loveland. However, the county has begun to see its growth rate diminish in recent years. At the same time, Weld County has seen continued growth as its positive natural change has remained stable, and its domestic net migration has remained high following a sharp increase in the early 2010s (Figure 5). Weld County has added over 100,000 residents since 2010 compared to Larimer’s 70,000, with the two counties’ growth rates diverging since 2020.

Figure 5. Weld County, Colorado, Drivers of Population Change



Source(s): US Census Bureau, Population Estimates Program; Moody's Analytics; TIP Strategies, Inc.  
 Note(s): Natural change is the difference between annual births and deaths. Total population change includes a residual (a change in population that cannot be attributed to any specific demographic component). Residual change is not shown in the chart but is included in the net population change shown by the red bars. 2010 and 2020 components are estimated based on a 12-month projection of the 2nd quarter (the period between the Census and the mid-year estimate) that is not seasonally adjusted.

### *Northern Colorado benefits from the complementary demographic strengths of its counties.*

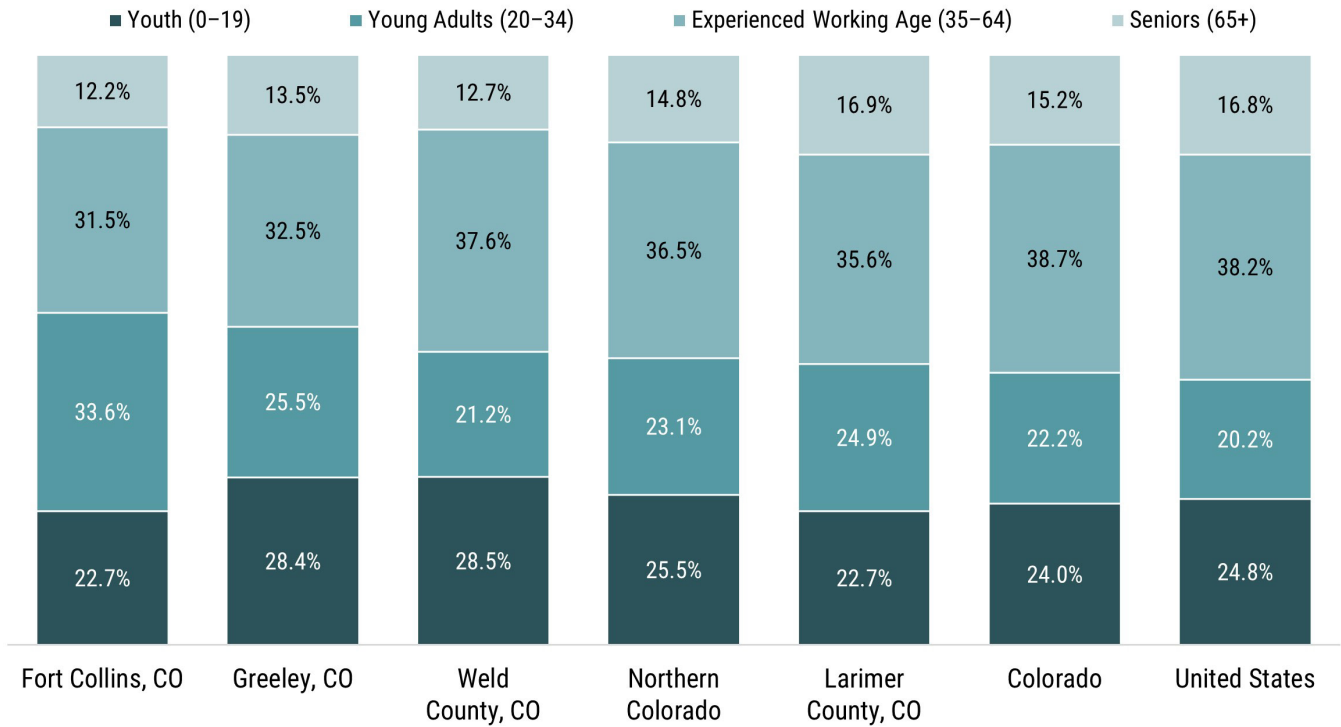
Fort Collins' status as a university town is underscored by its socioeconomic makeup. Within the region, the city is alone among its benchmark geographies in its large share of young adults—residents age 20 through 34 make up more than one third of the city's population (Figure 6, page 6). Among comparison geographies, the city has the smallest share of married households and is the only geography where less than a quarter of all households have children (Figure 7, page 6). The share of Fort Collins residents below the poverty line (16.0 percent) is higher than that of the Northern Colorado region (10.1 percent). However, the similarity in the share of SNAP-receiving households between the two geographies (7.2 percent citywide compared to 7.5 percent regionally) suggests a multitude of residents in Fort Collins who are not impoverished in the traditional sense, such as full-time students. In an era of workforce constraints, these demographics can be valuable for prospective employers. As explained on page 16, university towns like Fort Collins provide a source of much-needed skilled workers entering the labor market, thus affording regions like Northern Colorado a talent retention advantage over locations that lack similar institutional drivers.

In contrast to the city of Fort Collins, Weld County is home to more young families, and Greeley's status as a university town is less pronounced in the socioeconomic data. Among comparisons, the county has both the largest share of married households and households with children. Weld County has a large share of youth, with well over one quarter of the county's residents aged 19 or younger (Figure 6). Though Greeley, the seat of Weld County, is home to Northern Colorado University, its share of residents under the age of 25 that are enrolled in college or graduate school (25.2 percent) is less than one half that of Fort Collins (52.0 percent). Additionally, Greeley's comparatively high share of households with children (33.2 percent) and its corresponding shares of residents below the poverty line (14.7 percent) and households receiving SNAP (13.6 percent) suggest that the city is less demographically dominated by its university than Fort Collins.

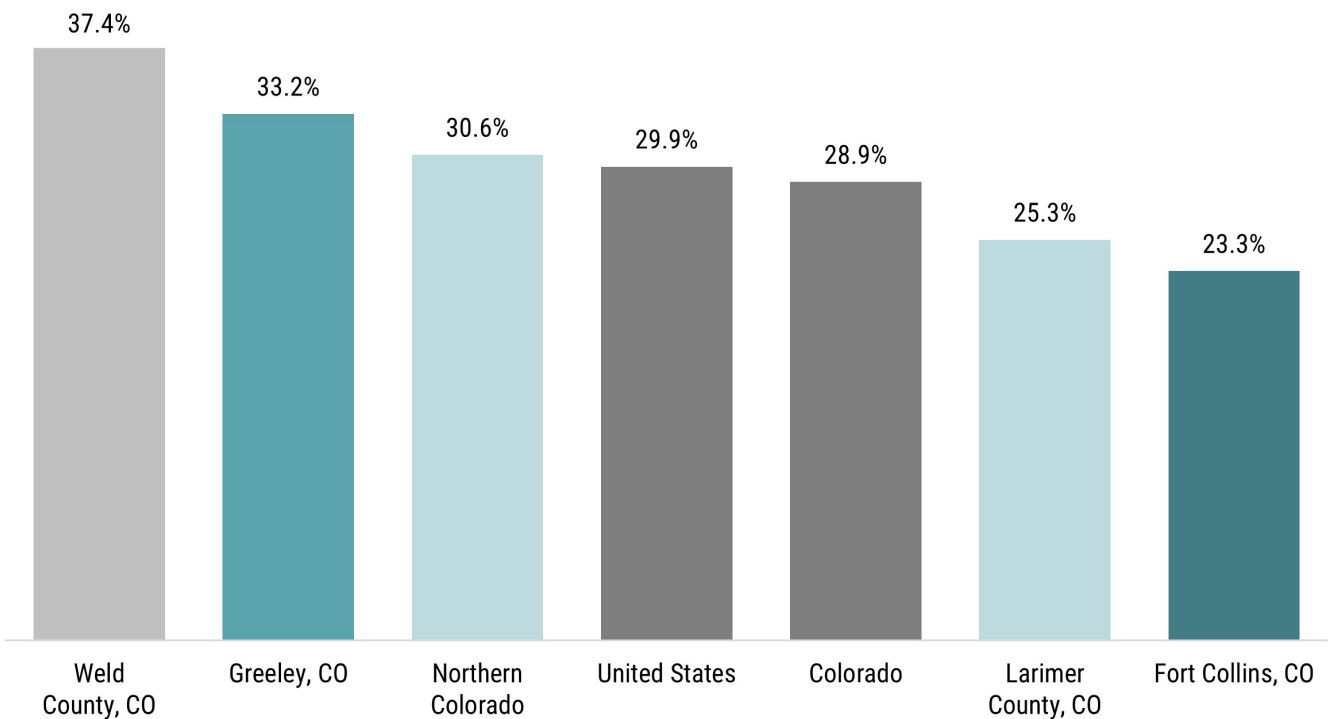
Weld County's housing stock is relatively new; nearly a quarter of all housing units were built in 2010 or later. While the county's median household income (\$93,287) exceeds that of the Northern Colorado region (\$92,214), both its median value of owned homes (\$444,500) and median monthly rent (\$1,469) are lower than the respective regional values (\$489,939 and \$1,605), making it a comparatively affordable option for families who wish to live in Northern Colorado. Additionally, over 30 percent of Weld County residents are Hispanic, a significantly higher share than the county's comparison regions. Weld County also has a relatively high rate of foreign-born residents for the Northern Colorado region, at 9.1 percent.

**Figure 6. Age Distribution, 2023**

Sorted by the combined share of youth and young adults



**Figure 7. Households with Children, 2023**

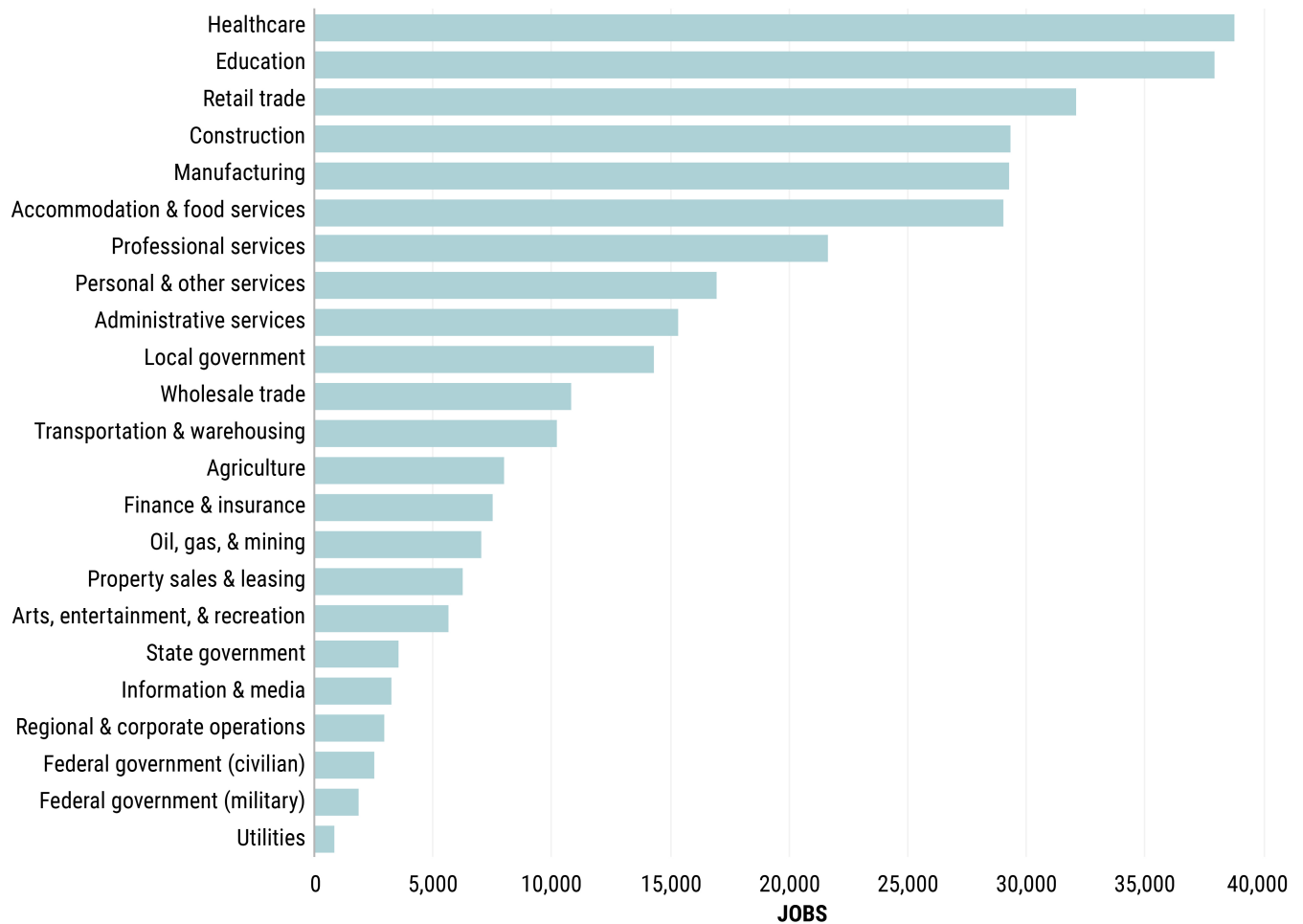


Source(s): Both figures—2023 American Community Survey (ACS) 5-year sample; TIP Strategies, Inc.

*Northern Colorado’s industries vary significantly by sector and location.*

The three largest industry sectors in Northern Colorado—Healthcare, Education, and Retail Trade—each employed upwards of 30,000 regional workers in 2024. These top performers were followed closely by three sectors that were approaching this 30,000-employee threshold: Construction, Manufacturing, and Accommodation & Food Services (Figure 8). While these top employment sectors may be close in size, they are distributed across the two-county region in a way that not only explains recent growth patterns but also suggests opportunities for future workforce development.

**Figure 8. Industry Sector Employment in Northern Colorado, 2024**



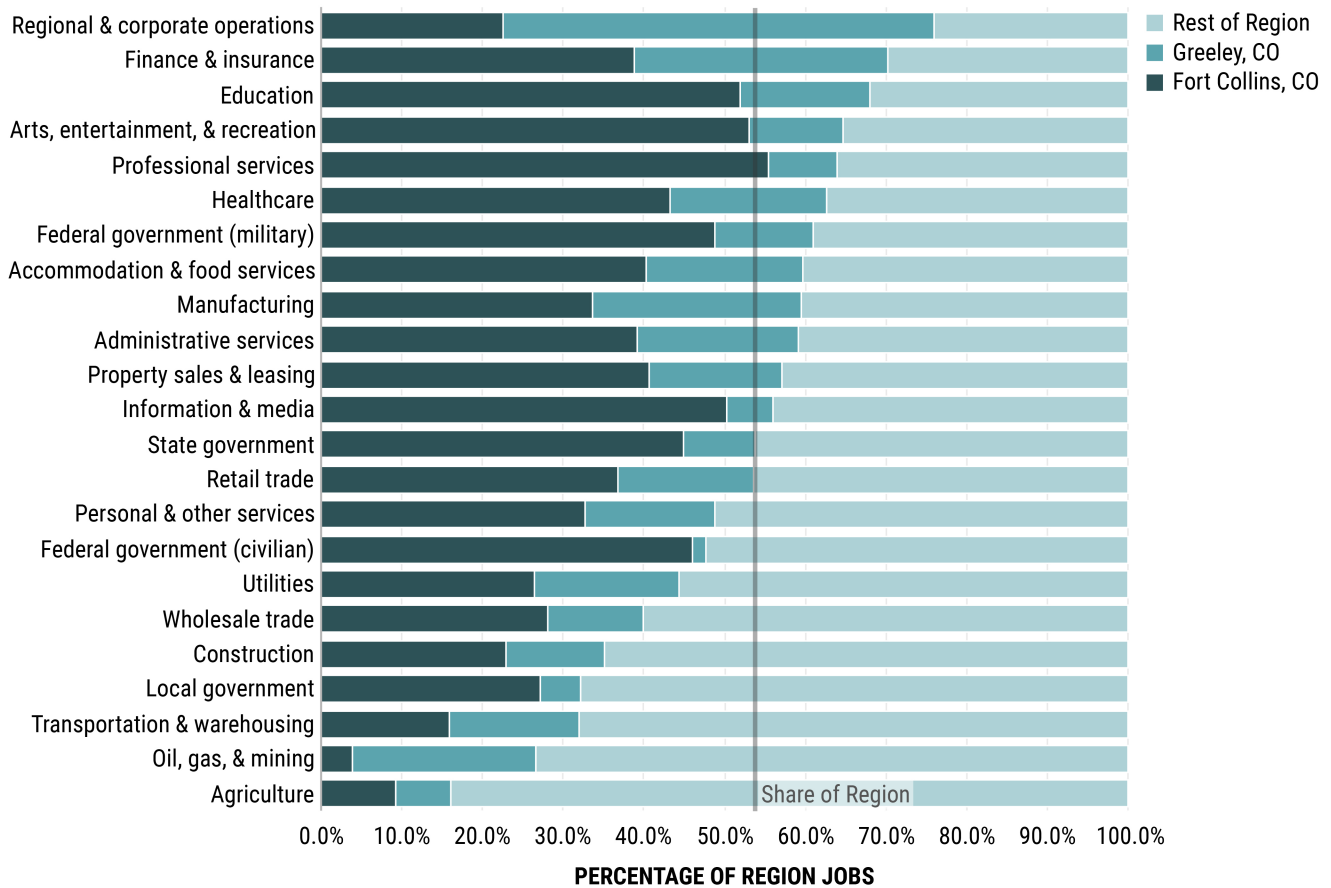
Source(s): US Bureau of Labor Statistics (BLS); Lightcast 2025.1—QCEW Employees, Non-QCEW Employees, and Self-Employed; TIP Strategies, Inc.  
 Note(s): The Northern Colorado region consists of Larimer and Weld Counties.

The county seats of Larimer and Weld Counties are notable drivers of demand for talent. At least one of every three jobs in the region can be traced to the city of Fort Collins. The concentration of regional employment in the city is particularly pronounced in a handful of sectors. In at least four sectors—Professional Services; Arts, Entertainment, & Recreation; Education; and Information & Media—Fort Collins is home to more than one half of the region’s jobs (Figure 9, page 8). One in six regional jobs can be traced to the city of Greeley, which itself contains more than one half of Northern Colorado’s Regional & Corporate Operations jobs. Additionally, Greeley’s share of regional Oil, Gas, & Mining jobs is nearly six times that of Fort Collins.

Employment growth in Fort Collins echoes the trend exhibited by its population growth: a steady climb throughout the 2000s and 2010s has tempered through the early 2020s (Figure 4, page 3). Over the last 10 years (2015–2024), Northern Colorado’s regional employment has increased by more than 16 percent, eclipsing the growth rate of Fort Collins, while employment in Greeley has grown by nearly 18 percent over the same period. Overall, the region has demonstrated an ability to recover, rebounding from the Great Recession more quickly than the state and nation, and exceeding its pre-COVID-19 pandemic job count by 2022.

Population trends have similarly shaped the balance and trajectory of employment in the two-county region outside of Fort Collins and Greeley, with population growth in both Larimer and Weld Counties exceeding that of their respective major cities. In Northern Colorado’s sectors that depend most on land and natural resources (Agriculture and Oil, Gas, & Mining), most jobs are located outside of Fort Collins and Greeley. Transportation & Warehousing, a sector attracted to greenfield spaces with accessible infrastructure, employs just 16 percent of its Northern Colorado workforce in each of Fort Collins and Greeley, with the remainder of employment in outlying areas. In line with population growth trends, nearly two-thirds of construction employment lies outside of Fort Collins and Greeley.

**Figure 9. Fort Collins and Greeley Share of Northern Colorado Employment by Industry Sector, 2024**



Source(s): BLS; Lightcast 2025.1—QCEW Employees, Non-QCEW Employees, and Self-Employed; TIP Strategies, Inc.  
 Note(s): Fort Collins, Colorado, is approximated by ZIP Codes 80521, 80522, 80523, 80524, 80525, 80526, 80527, 80528, and 80553. Greeley, Colorado, is approximated by ZIP Codes 80631, 80632, 80633, 80634, 80638, and 80639. The Northern Colorado region consists of Larimer and Weld Counties. Only includes sectors with at least 10 jobs in 2024.

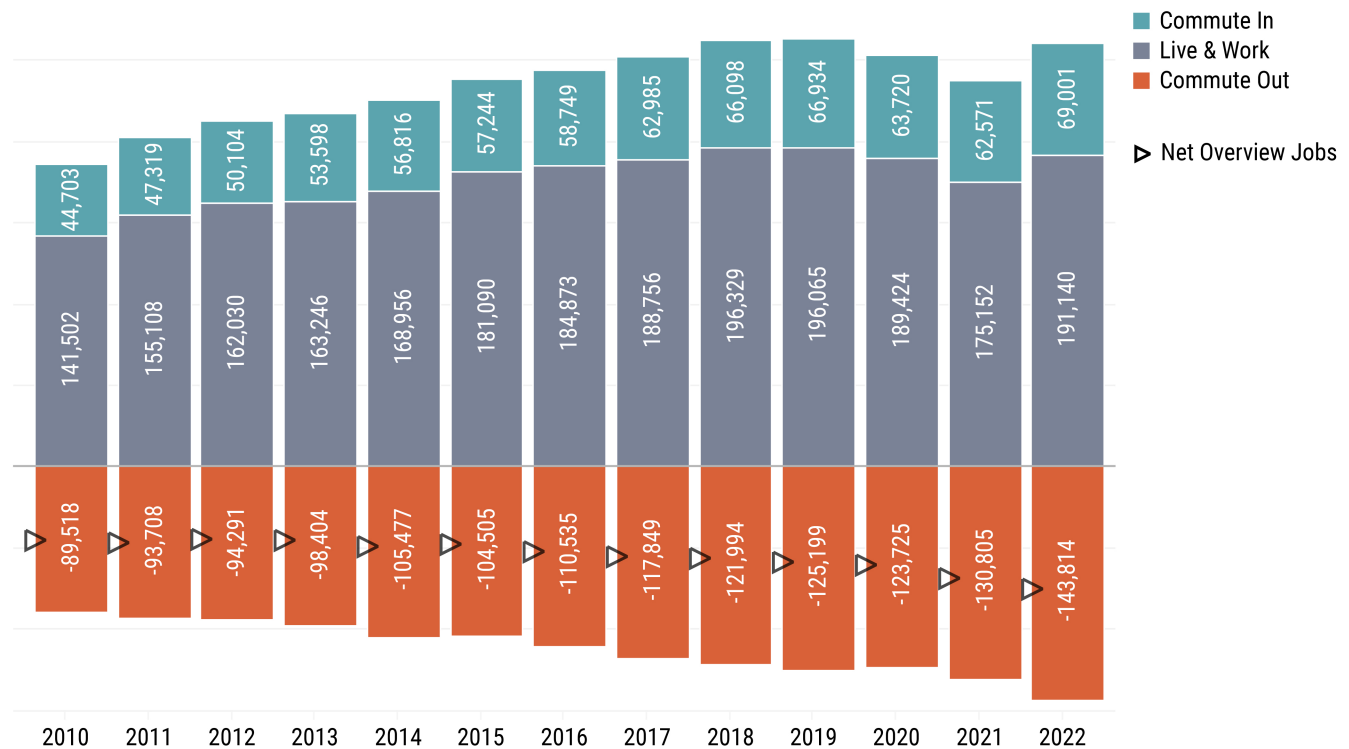
**Fort Collins is a net importer of labor, including work-from-home, while Weld is an exporter.**

While continued employment growth has allowed the number of Northern Colorado residents who are employed in the region to climb significantly since 2010, the region is increasingly a net exporter of labor (Figure 10). This export of labor is driven by both workers in typically higher-earning, specialized sectors, like Professional Services and Healthcare, and customer-oriented sectors like Retail and Accommodation & Food Services. The most common destinations for these outward commuters include other major Front Range cities like Denver, Boulder, and Aurora.

Weld County is seeing an ongoing population increase as regional growth patterns shift outward (see discussion on page 3) and is similarly a net exporter of labor. More than two-thirds of its working residents commute outward to communities both within and outside of Northern Colorado, like Denver (9.6 percent of working residents), Fort Collins (6.6 percent) and Loveland (4.3 percent). The City of Greeley, a net importer of labor as recently as 2015, is also an exporter, with major destinations including Denver (7.3 percent) and Fort Collins (5.6 percent).

Unlike the region as a whole, Fort Collins is a net importer of labor. The almost 50,000 daily workers who commute in from nearby communities represent nearly 60 percent of all jobs within the city. In almost every year from 2010 to 2020, most of the city’s working residents were employed in Fort Collins, though outward commuters have outnumbered these live-and-work commuters in each of the two most recent years of data.

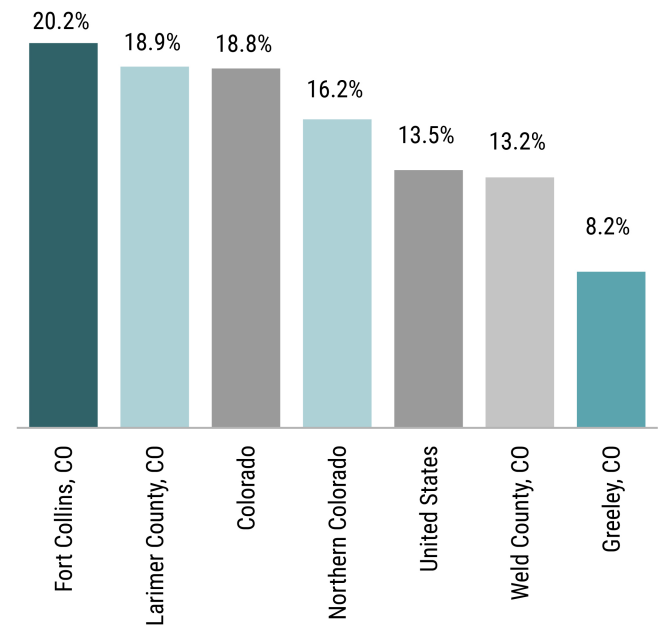
**Figure 10. Commuting Patterns Through Northern Colorado, 2010–2022**



Source(s): Longitudinal Employer-Household Dynamics (LEHD), Origin-Destination Employment Statistics (LODES); TIP Strategies, Inc.  
 Note(s): Only includes residents and workers in Colorado and Wyoming.

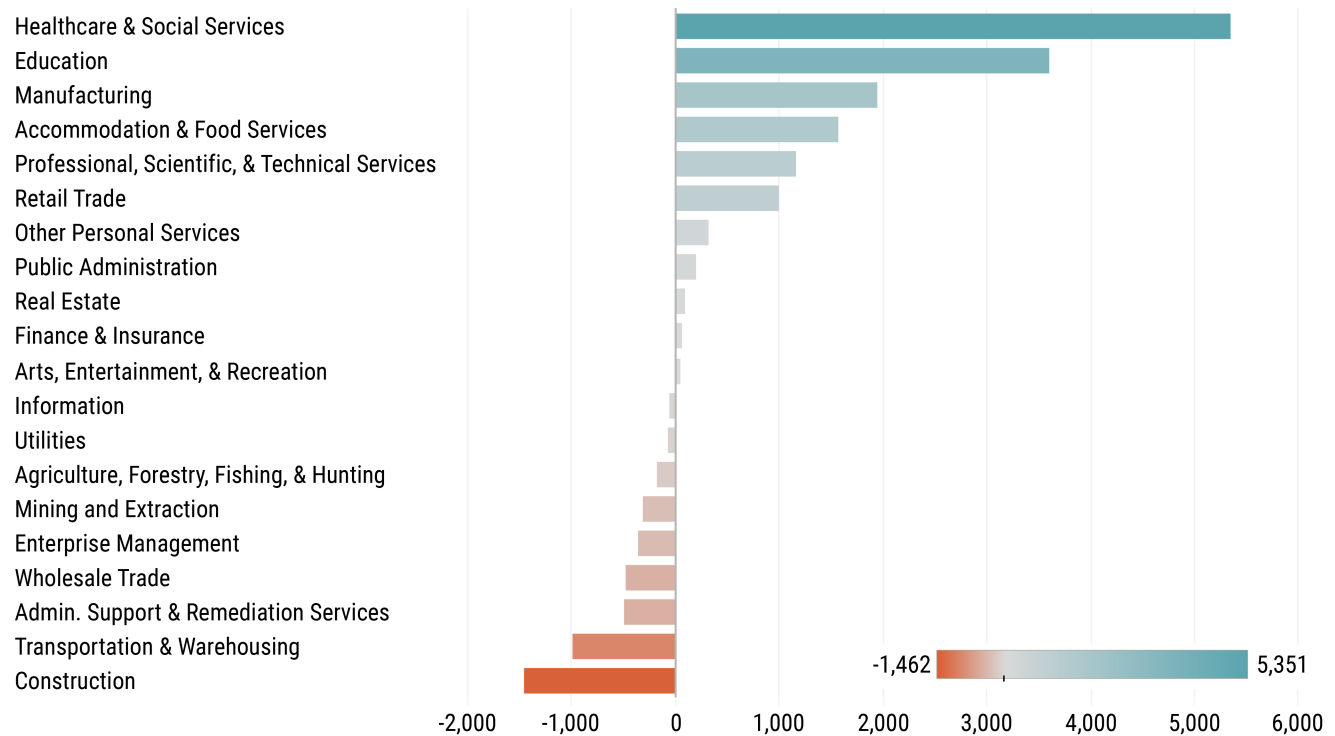
One in five Fort Collins residents work from home, the highest rate in the region (Figure 11). When compared to national remote work trends (Figure 20, page 18), the above-average rate in Fort Collins reflects the relatively high share of regional employment in industries that tend to work remotely, like Professional Services and Education (which includes employment at postsecondary institutions). Likewise, the low share of Greeley residents who work from home (8.2 percent) reflects that city’s relative strength in Oil & Gas and Manufacturing—two sectors that have little opportunity for remote work. To further illustrate Fort Collins’ status as a regional hub for service-related employment, Figure 12 shows the net flow of workers and residents through the city by industry sector. While this analysis provides an indication of which sectors draw labor into the city and which send resident workers to locations outside Fort Collins, it represents a straightforward comparison between place of employment and place of residence. It does not account for employees who work from home and who may not be physically commuting into the city limits on a regular basis.

Figure 11. Work-from-Home Workforce, 2023



Source(s): 2023 ACS 5-year sample; TIP Strategies, Inc. Workers ages 16 and older who worked from home. Includes remote employees and home-based businesses.

Figure 12. Net Flow of Workers Through Fort Collins, Colorado by Industry Sector, 2010–2022



Source(s): LEHD, LODES; TIP Strategies, Inc. Note(s): All states are included in determining the net flow values in this chart. Net flow may appear slightly different from the values presented in the commuter trends chart.

### Regional demand for labor varies across the six industry sectors of opportunity.

Employer needs determine the scope and scale of the demand for talent. TIP’s analysis focused on six industry sectors that represent opportunities for Northern Colorado to leverage existing and emerging strengths for business attraction and expansion. Each of these target sectors is defined by a list of employers with a presence in the Northern Colorado region and is based on an analysis of two years of job postings from March 2023 through February 2025 (Figure 13). Naturally, sectors that corresponded with some of the region’s larger industry clusters by employment had more regional job postings, including Information Technology (3,271 job postings), Food Processing & Manufacturing (3,079), and Business Services (2,107). Smaller, more specialized target industries included Aerospace (1,105), Bioscience & Medical Devices (1,038), and Fabrication & Production Technology Manufacturing (741).

Regional demand for workers in the opportunity sectors was not evenly distributed across the region, underscoring the nuances of regional strengths across the two counties. Fort Collins drove demand for the region’s highest education-requiring and most STEM-heavy targets, including Aerospace (with more than 80 percent of the job postings for this target located in the city), Bioscience & Medical Devices (58 percent, followed by Windsor at 24 percent), Information Technology (60 percent, followed by Loveland at 18 percent) and Business Services (47 percent, followed by Loveland at 24 percent). Nearby Loveland exceeded Fort Collins’ demand for jobs in the Fabrication & Production Technology Manufacturing industry (31 percent, followed by Fort Collins at 28 percent), while Greeley dominated the Food Processing & Manufacturing industry at 59 percent of demand (followed by Fort Collins at 13 percent).

**Figure 13. Summary of Hiring Landscape for Opportunity Sectors in Northern Colorado**

	INFORMATION TECHNOLOGY	FOOD PROCESSING & MFG.	BUSINESS SERVICES	AEROSPACE	BIOSCIENCE & MEDICAL DEVICES	FABRICATION & PRODUCTION TECH. MFG.
<b>Summary of Job Postings, March 2023–February 2025</b>						
Number of local and regional employers analyzed	52	54	44	55	53	57
Number of unique recent job postings identified in Northern Colorado	3,271	3,079	2,107	1,105	1,038	741
Share of regional job postings attributed to Fort Collins employers	60%	13%	47%	81%	58%	28%
Share of regional job postings attributed to Greeley employers	9%	59%	9%	2%	6%	6%
Share of job postings requiring a bachelor’s degree or higher	73%	39%	67%	54%	51%	42%
<b>Employment Growth, 2014–2024</b>						
10-year growth rate for the most in-demand occupations in this target*	13%	15%	68%	17%	24%	13%

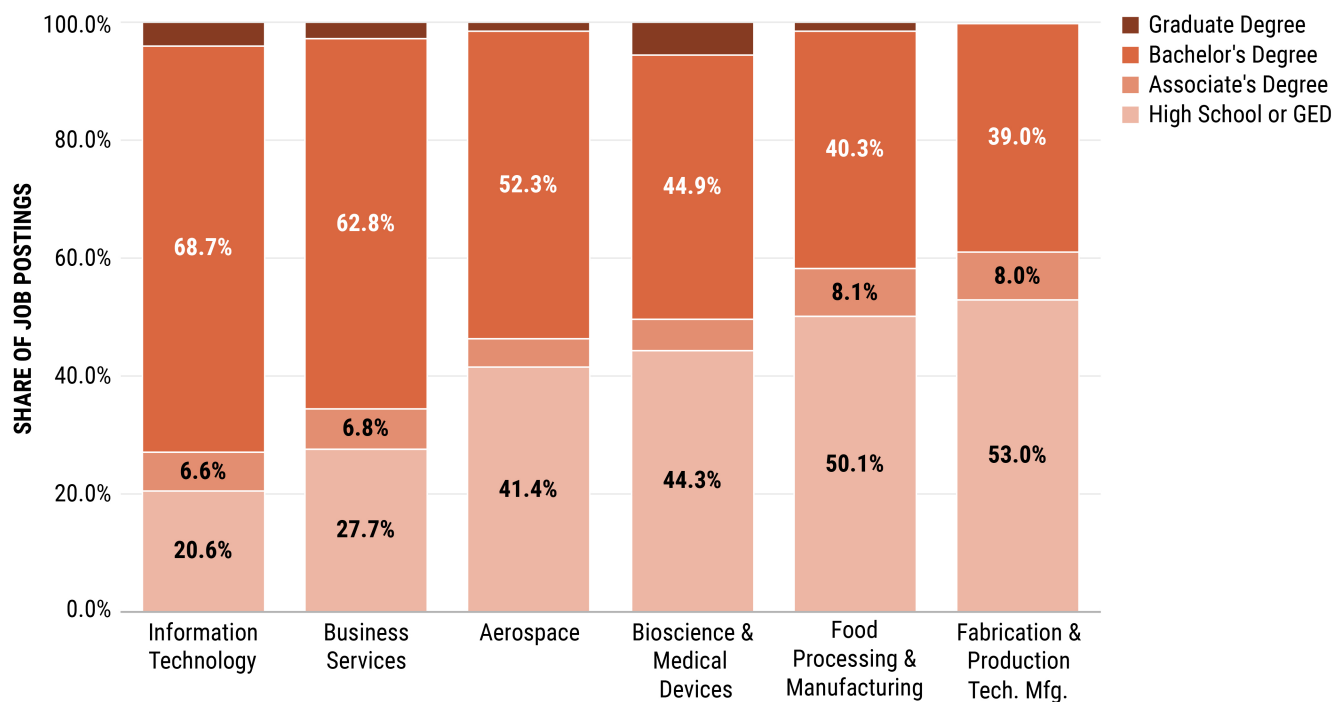
\*For comparison, 10-year employment growth overall in Northern Colorado for 2014–2024 was 20 percent.  
Source(s): BLS; Lightcast 2025.1–QCEW Employees, Non-QCEW Employees, and Self-Employed; TIP Strategies, Inc.

**Workforce needs of employers in opportunity sectors skew toward higher education.**

Across the six opportunity sectors, education requirements of employers were relatively high. In four out of the six sectors, most job postings during the analysis period required at least a bachelor’s degree (Figure 14). At the furthest extreme, more than 70 percent of all job postings in Information Technology included this requirement, with leading occupations like Software Developers, Industrial Engineers, and Data Scientists demanding a high level of formal education and training. Employers in two of the sectors—Food Processing & Manufacturing and Fabrication & Production Technology Manufacturing—sought to fill most of their open job postings with less than a bachelor’s degree, though both sectors still contained a significant share of jobs with the higher requirements, at around 40 percent each.

**Figure 14. Target Industries, Minimum Education Requested**

Based on an analysis of two years of job postings, March 2023–February 2025

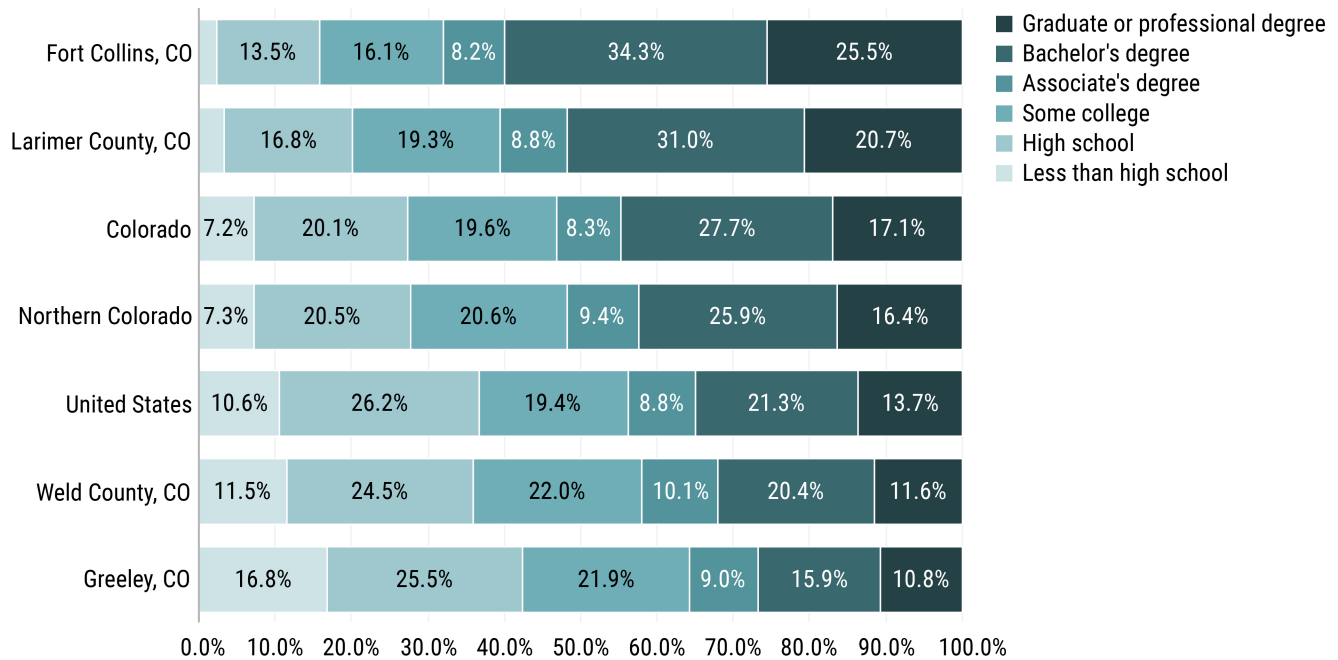


Source(s): BLS; Lightcast 2025.1–QCEW Employees, Non-QCEW Employees, and Self-Employed; TIP Strategies, Inc.

Note(s): Job postings include non-staffing, unique, newly posted job postings for permanent full-time, part-time, and flexible positions, excluding internships, in Northern Colorado between March 2023–February 2025.

Although Northern Colorado residents are well suited to meet the diverse educational demands of target sector employers, regional partners should not be complacent about the demand for skilled talent below the bachelor’s level. The region exceeds the national average in terms of educational attainment, with 4 in 10 of its residents over the age of 25 possessing a bachelor’s degree or higher (Figure 15, page 13). This relative strength reflects both the presence of a major university in Colorado State, and the regional leadership in driving demand in target industries that typically require high levels of education. Additionally, target industry occupations with lower education requirements represent an opportunity for regional employers to provide quality local jobs for the large share of regional workers without a college degree, provided they have attained the right training and skillsets. To this point, regional apprenticeship programs have trended upward over the past decade. Among high-demand target industry occupations, the top program for apprentices residing in Northern Colorado is Heavy & Tractor-Trailer Truck Drivers (218 apprentices living in Northern Colorado between 2013 and 2024), while the top program for those training in the region is Industrial Engineering Technicians (52 training in the region over the same period).

Figure 15. Educational Attainment, 2023



Source(s): 2023 ACS 5-year sample; TIP Strategies, Inc.

Note(s): Education attainment only measured for population 25 and older. High school includes equivalency. Some college indicates no degree was received. Graduate degree includes professional degrees and doctoral programs.

**Twelve occupations cut across multiple opportunity sectors.**

When ranking occupations by the number of job postings in each opportunity sector, 12 occupations appear in the top 10 for two or more targets. Among these common in-demand occupations, shown in Figure 16 (page 14), the top two by job postings were Software Developers and Computer, All Other, representing more than 370 and 300 job postings over the study period, respectively. Both occupations are found in the top 10 most common occupations of three target sectors—Aerospace, Business Services, and Information Technology—and both typically require a bachelor’s degree. An additional two of these twelve common occupations typically require a bachelor’s degree—Industrial Engineers and Data Scientists—while two others require some level of formal education beyond high school, but below a four-year degree. This includes Heavy & Tractor-Trailer Truck Drivers, who are required to possess a commercial driver’s license, and Industrial Engineering Technicians, who must typically have a relevant associate’s degree. The remaining six occupations require no formal education beyond the high school level, or as is the case with Laborers & Material Movers, Hand, typically have no formal education requirement.

In lieu of stringent higher education requirements, several of these occupations require moderate-term on-the-job training, with hands-on experience being more valuable than formal education in certain labor-intensive jobs. Other occupations that require a specific qualification, like Heavy & Tractor-Trailer Truck Drivers, or those that require little in terms of front-end credentials, like Laborers & Material Movers, Hand, may require short-term on the job training.

Overall, the number of regional jobs in these 12 common occupations grew from more than 17,500 jobs to nearly 19,900 jobs from 2014 to 2024, an increase of more than 13 percent. Of the 12 occupations, 9 saw a positive change in number of jobs over this period, representing nearly 93 percent of jobs within the group in 2024.

However, access is not distributed evenly across target industry occupations. In three of the six target industries (Business Services, Information Technology, and Aerospace), a majority of top 10 in-demand occupations are classified as “less accessible,” with access measured as a set of factors related to education and experience requirements, workforce demographics, and the structure and flexibility of the job. Among the 12 common in-demand occupations, seven received lower access scores than they otherwise would because the share of workers that are male vastly exceeds the male share of Northern Colorado’s population (Software Developers; First-Line Supervisors—Production & Operations; Maintenance & Repair Workers, General; Industrial Engineering Technicians; Industrial Engineers; Laborers & Material Movers, Hand; and Heavy & Tractor-Trailer Truck Drivers).

For a single income, two adult household with two children, the living wage threshold (\$44.61 per hour) exceeds the average advertised wage for the top 10 occupations in every target industry except for one, Information Technology (\$44.78 per hour). Among the 12 occupations sought by employers in multiple target sectors, eight have a median hourly wage that falls below this living wage threshold. Notably, the four common occupations with a median hourly wage exceeding the living wage threshold all typically require a bachelor’s degree. Though each target industry offers occupations with high-end wages that exceed the living wage threshold, the most common occupation by job postings in every target industry except for Information Technology offers a median wage below the living wage threshold.

**Figure 16. In-Demand Occupations Common to Two or More Target Industries**  
Based on an analysis of job postings, March 2023–February 2025

		TYPICAL EDUCATIONAL REQUIREMENTS	INFORMATION TECHNOLOGY	FOOD PROCESSING & MANUFACTURING	BUSINESS SERVICES	AEROSPACE	BIOSCIENCE & MEDICAL DEVICES	FABRICATION & PROD. TECH. MFG.
1	Software Developers	Bachelor’s degree	●		●	●		
2	Computer, All Other	Bachelor’s degree	●		●	●		
3	First-Line Supervisors—Production & Operations	High school/GED		●		●	●	●
4	Industrial Engineers	Bachelor’s degree	●			●	●	
5	Maintenance & Repair Workers, General	High school/GED		●		●	●	●
6	Inspectors, Testers, Sorters, Samplers, & Weighers	High school/GED		●		●	●	
7	Production Workers, All Other	High school/GED		●				●
8	Laborers & Material Movers, Hand	No formal requirement		●				●
9	Sales Reps, Non-Technical & Scientific Products	High school/GED		●			●	●
10	Heavy & Tractor-Trailer Truck Drivers	Nondegree credential		●				●
11	Data Scientists	Bachelor’s degree	●			●		
12	Industrial Engineering Technicians	Associate’s degree					●	●

Source(s): BLS; 2025.1–QCEW Employees, Non-QCEW Employees, and Self-Employed; TIP Strategies, Inc.

Note(s): Job postings include non-staffing, unique, newly posted job postings for full-time, part-time, and flexible positions, excluding internships, in Northern Colorado between March 2023 and February 2025.

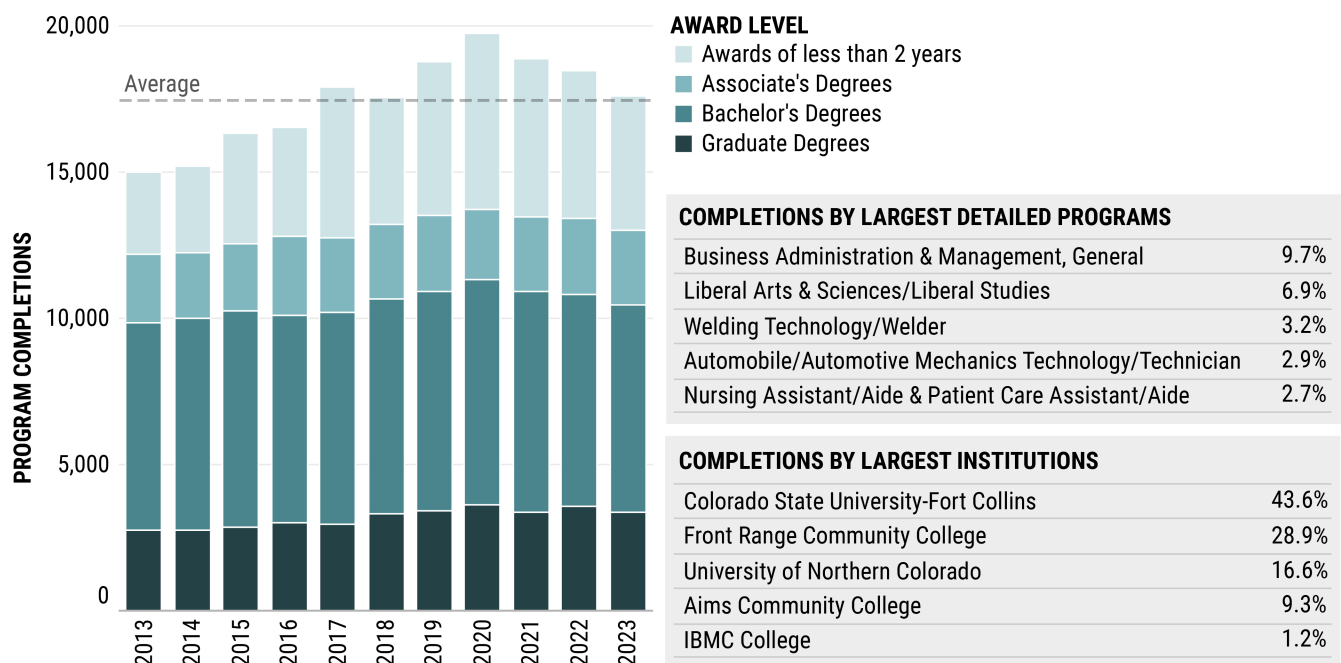
**Regional postsecondary program completions generally align with opportunity sectors.**

Higher learning institutions in the Northern Colorado region saw more than 17,500 program completions in 2023, representing a core workforce development strength of the region (Figure 17). The institution awarding the most completions over this period was Colorado State University (more than 44 percent of total completions), followed by Front Range Community College (more than 28 percent, though completions at Front Range Community College are combined across all campus locations). Other major institutions by share of regional completions include University of Northern Colorado (over 15 percent) and Aims Community College (nearly 11 percent).

Of these more than 17,500 completions, nearly 20 percent were graduate degrees, just over 40 percent were bachelor’s degrees, almost 15 percent were associate’s degrees, and the remaining 25 percent were awards of less than two years. Though the total number of regional program completions has trended upward since 2013, this number has declined year-over-year following a peak of more than 19,700 completions in 2020. This downward trend from 2020 to 2023 is reflected in the number of institution-level completions at Colorado State University, Front Range Community College, and University of Northern Colorado over this period.

Several top detailed programs represented completions related to high-demand occupations in the opportunity sectors. In 2023, the two largest detailed programs by completions were Business Administration & Management, General (1,544 completions) and Liberal Arts & Sciences/Liberal Studies (1,190 completions). Both programs related to top 10 occupations in all target industries except for Aerospace. The third largest detailed program was Welding Technology/Welder (719 completions), typically representing an award of less than two years, related to in-demand occupations in four of the six target sectors. Finally, Computer & Information Sciences, General, the sixth largest (447 completions), was related to in-demand occupations in three of the six target sectors.

**Figure 17. Program Completions at Northern Colorado Institutions by Award Level, 2013–2023**



Source(s): National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System (IPEDS); Lightcast 2025.1–QCEW Employees, Non-QCEW Employees, and Self-Employed; US Department of Homeland Security (DHS), Student and Exchange Visitor Program; TIP Strategies, Inc.

Note(s): Includes only general programs with at least 25 average annual completions between 2013 and 2023. Associate's degrees include certificates earned in more than two years and less than four years. Graduate degrees include professional certificates, master's degrees, and doctoral degrees.

# NATIONAL TRENDS

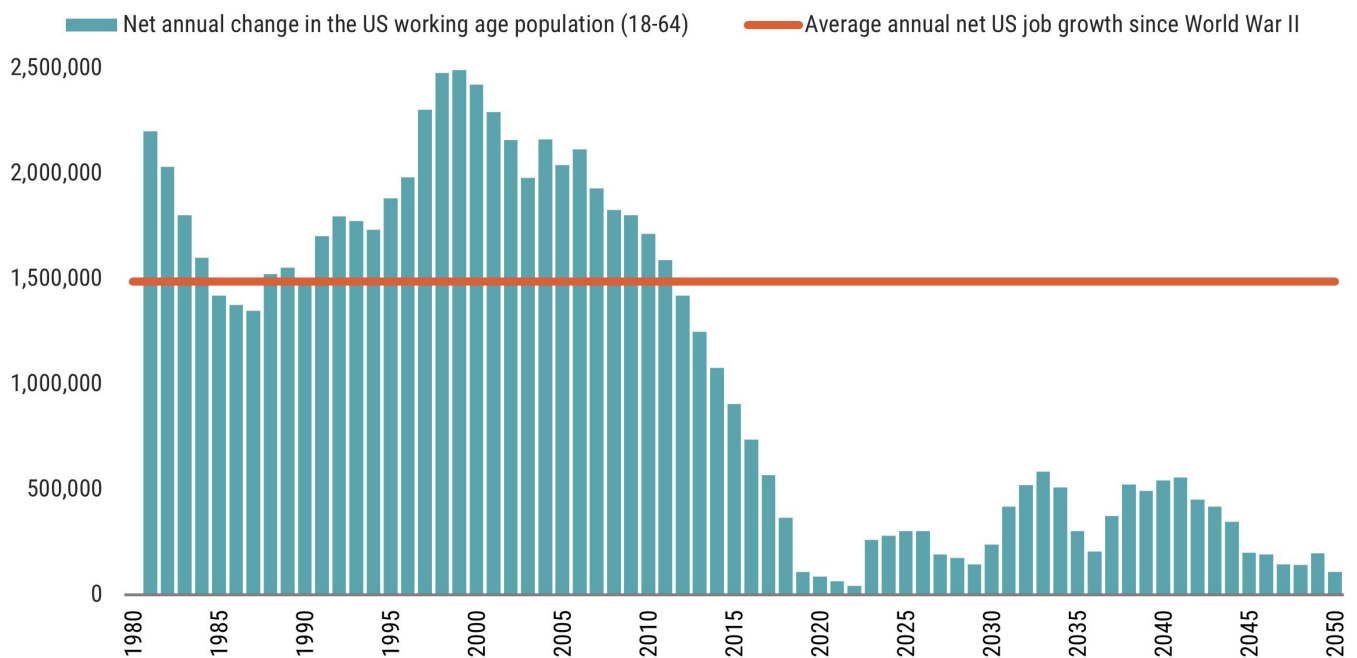
An examination of national trends points to broad structural changes shaping labor markets around the country, including in Northern Colorado. While these trends are outside the region’s control, they merit consideration in local workforce development planning.

## *A misalignment of demographic forces creates workforce challenges.*

Since World War II the US, on average, has reliably added nearly 1.5 million new jobs annually (Figure 18). Steady job creation coupled with a growing population, paints a largely positive picture of the national labor situation. Like everything else, demographics can be more complicated than appearances suggest. High birth rates in the first two decades following WWII ensured an ample supply of new entrants into the labor force well into the 1980s. And a loosening of immigration restrictions in the 1960s paved the way for new waves of workers in the late 20th century. These forces benefited US employers for decades, rewarding them with a seemingly endless labor supply to support a growing economy.

**Figure 18. Supply and Demand of US Workers**

The US labor supply faces long-term pressure



Source(s): US Census Bureau, International Database; US Bureau of Economic Analysis, Current Employment Statistics; TIP Strategies, Inc. Note(s): Population estimates and projections are for the resident population. The US population components shown in the IDB may not match the official population components for the United States, in part, due to differences in how they are displayed (calendar year versus midyear-to-midyear estimates).

A number of factors have begun to change the picture in recent decades. A declining birthrate in the late 20th century has fallen even further in the 21st, turning a once-gushing fountain to a slowing trickle. The impact of this reversal has already started rippling through the workforce. At the other end of the demographic spectrum, the waves of babies born in the post-war boom are now entering retirement. Compounding these demographic shifts, the US has become increasingly less welcoming to immigrants since 9/11, so the backstop of imported labor to feed the workforce is no longer a certainty. As a result, the nation is confronted with a diverse array of long-term policy options across the political spectrum. These include, among other things, raising the retirement age, replacing

workers with automation, making immigration policies more welcoming, or implementing family-friendly policies in hopes of raising the birth rate. Regardless of the long-term policy choices, workforce development professionals are stuck in a near-term conundrum as net new job numbers in the US outpace the net supply of new workers.

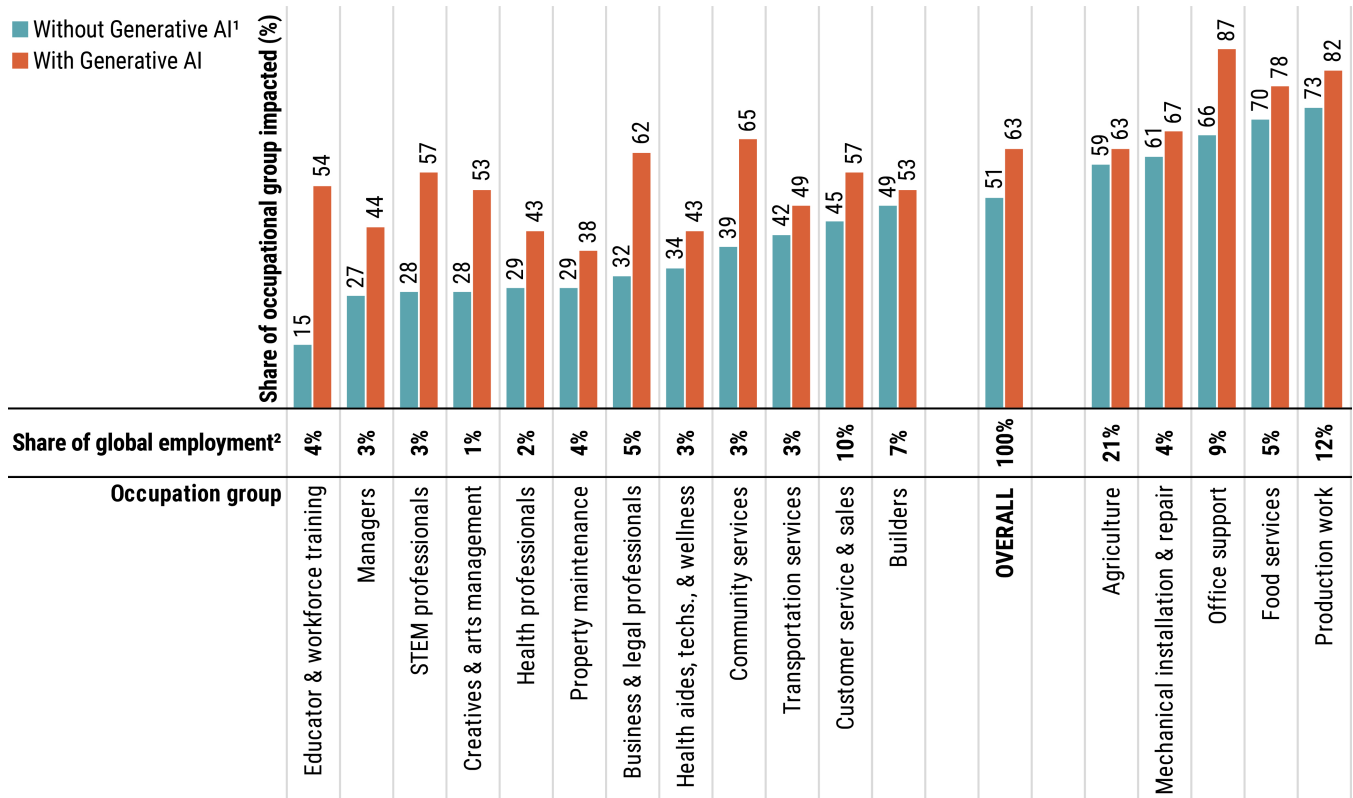
University towns like Fort Collins and Greeley hold one singular advantage. College towns are the tap providing much-needed skilled workers to the US economy. Locations like Northern Colorado are better positioned to retain talent than those lacking the same institutional advantages.

### Rapid technological innovation: Threat or just-in-time solution?

The cycle of technological innovation eliminating jobs is not new, although the rapid deployment of artificial intelligence (AI) has heightened fears for many workers. News outlets, think tanks, and analysts routinely predict that many of today’s jobs will go the way of horses, stenographers, and switchboard operators—all of which were once commonplace elements of the workforce until technology intervened. But it is worth remembering that the current hype surrounding AI happens with all new technologies. There is little doubt AI will displace some workers; the more relevant question is which ones are at risk. Whether it’s AI or something else, technological change *always* chips away at rote functions and tasks. With AI, this chipping effect may be faster and more widely felt, but it will still be unevenly tilted toward occupations with more rote functions.

Given the tightness of the near-term workforce, the integration of AI into homes and workplaces could be well-timed. The challenge for workforce development professionals is how to adapt to this technological change in real time to ensure positive impacts.

Figure 19. Impact of Generative AI on the Automation of Occupational Groups



<sup>1</sup>Previous assessment of work automation before the rise of generative AI.

<sup>2</sup>Includes data from 47 countries, representing about 80 percent of employment across the world.

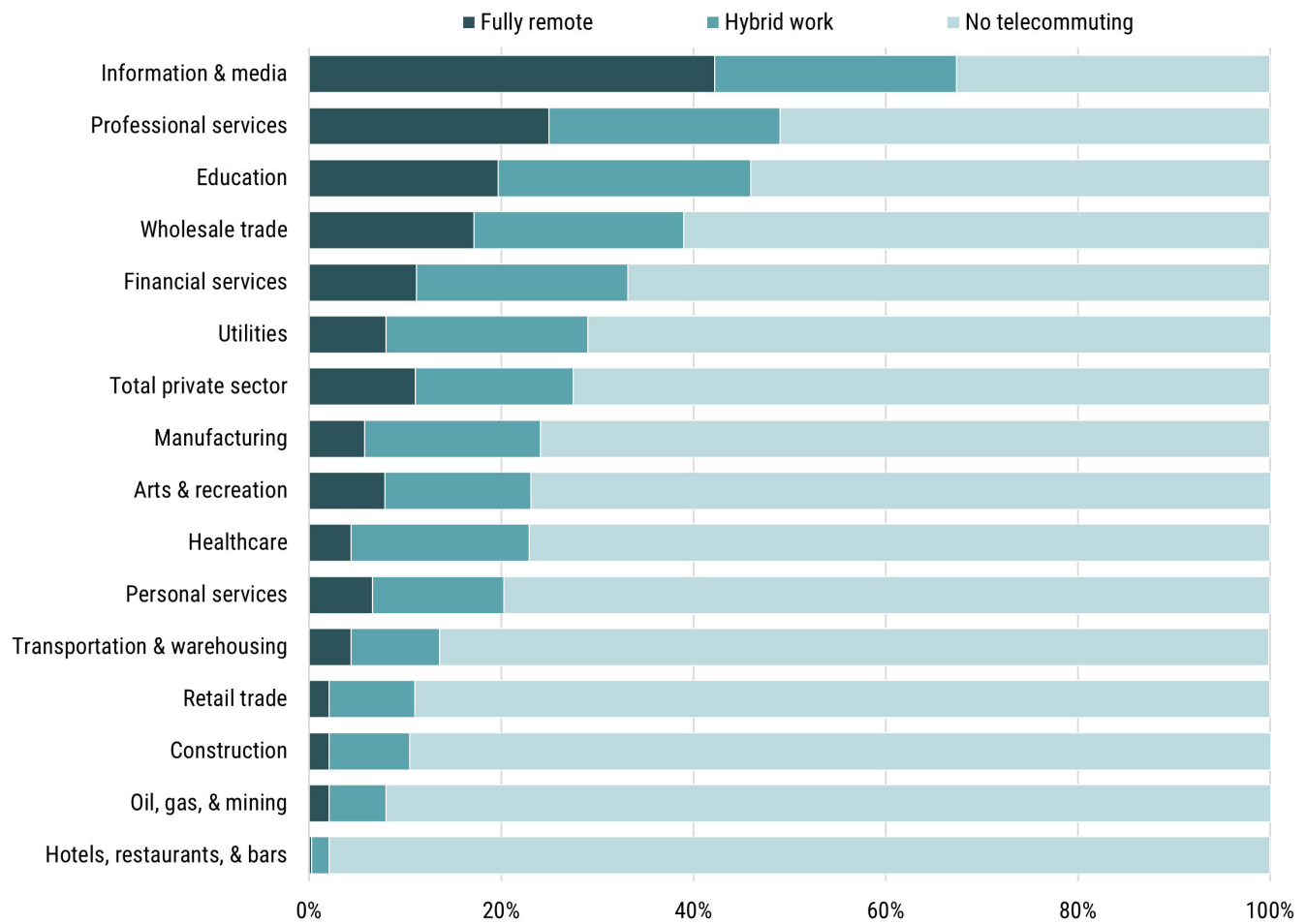
Source(s): McKinsey & Company, *The economic potential of generative AI: The next productivity frontier*, June 2023, Exhibit 11, p. 41.

Note(s): Figures may not sum, because of rounding.

**Remote work is not an option for most occupations and industries.**

While there is a persistent media buzz about remote work, the data surrounding this phenomenon are often misinterpreted or misunderstood. To begin, it’s best to consider the extent of remote work in the modern workforce. During the height of the COVID-19 pandemic, the US Bureau of Labor Statistics implemented a temporary measure called a Business Response Survey to gauge the impact of a wide range of issues on employers. The results from August and September 2022, reported shortly before the rolling survey was discontinued, included work-from-home rates by industry sector (Figure 20). As would be expected, work-from-home rates for office-using workers, especially IT professionals, were quite high. Most of the remaining workers—e.g., waiters, maintenance workers, drivers, builders, postal employees—still had to be on the job, pandemic or not. The 2022 survey results may sound a bit dated at this point, but the unevenness of work-from-home potential is structural and thus unlikely to change much.

**Figure 20. Share of Business Establishments with Telecommuting Options, US**  
Remote work varies dramatically by industry

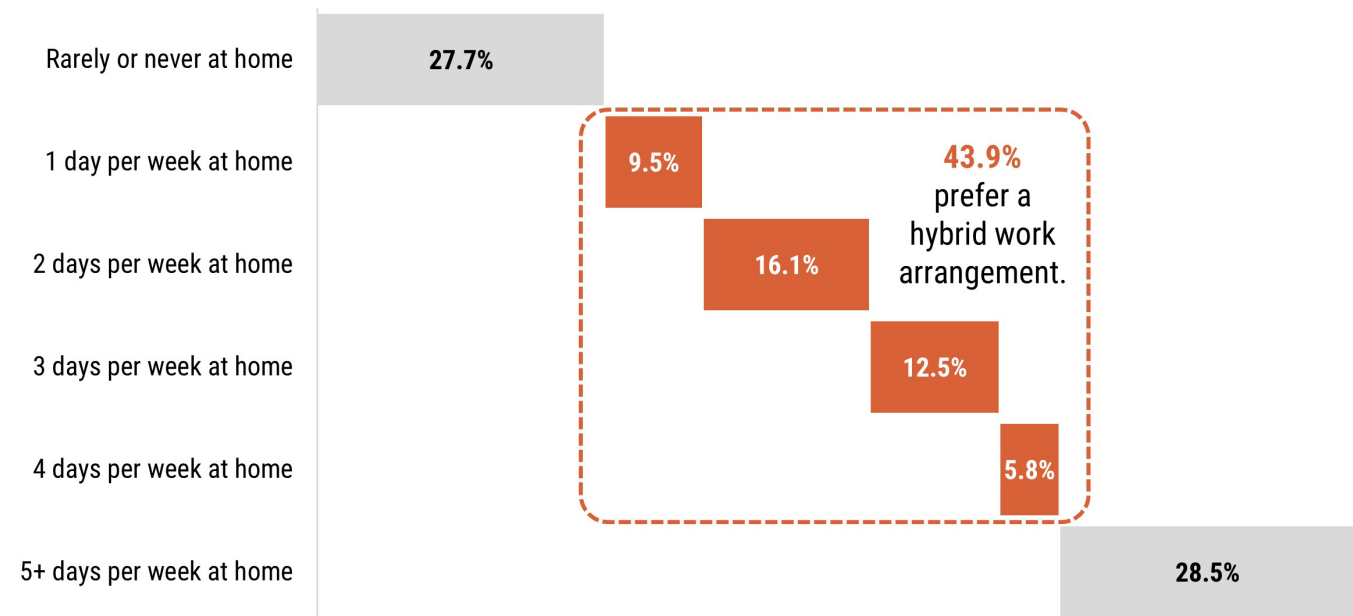


Source(s): BLS, Business Response Survey 2022, Tables 2.1, 2.2, and 2.3.  
Note(s): The survey period covered August and September 2022.

**For those eligible for remote work, hybrid options are preferred.**

Work-from-home rates across the industry spectrum provide valuable context for interpreting data from other sources. For example, what work-from-home policies are preferred by workers who are theoretically able to do so? The *Survey of Working Arrangements and Attitudes* administered by a Stanford-led group of academic professionals on a rolling monthly basis assesses up to 10,000 workers in this eligibility category. The results are largely consistent from period to period (see Figure 21). There are those who want to be in the office every day and those who want to be home every day, but usually about one-half of all eligible workers are somewhere in the middle. They want a hybrid arrangement that mixes employer workplace with home office. This finding is likely to reflect the fact that most people lead busy lives that are complicated by the demands of children, aging parents, traveling spouses, and inflexible maintenance and delivery windows. It is no wonder that those workers who have the luxury to work from home do, in fact, desire a degree of flexibility in their schedules. Accommodating the needs of these workers is important. But it is equally important to bear in mind that they represent a small, albeit affluent, slice of the overall workforce.

**Figure 21. Number of Work-From-Home Days Preferred by Eligible\* Workers**  
 Nearly one half of full-time salaried workers prefer a hybrid arrangement



\*Eligible workers are those whose occupations are compatible with working from home.  
 Source(s): Survey of Working Arrangements and Attitudes (SWAA); Barrero, Jose Maria, Nicholas Bloom, and Steven J. Davis, 2021. "Why working from home will stick," National Bureau of Economic Research Working Paper 28731.  
 Note(s): The Survey of Working Arrangements and Attitudes (SWAA) is a 12-month rolling monthly survey of US residents between the ages of 20 and 64 who earned \$10,000+ in the prior year. The sample includes full-time wage and salary employees who worked 5 or more days during the survey reference week. The sample is re-weighted to match Current Population Survey on age, sex, education, and earnings. The sample covers N=36,332 responses from the September 2024 to August 2025 monthly waves of the SWAA. The exact survey question is, "Looking one year ahead, how often would you like to have paid workdays at home?"

# CONCLUSION

Northern Colorado stands at a pivotal moment where demographic shifts, industry diversity, and educational assets converge to shape its workforce future. Weld County's rapid population gains, Fort Collins' role as a labor importer and higher education hub, and Greeley's industrial strengths underscore the region's complementary assets. Together, these dynamics provide a strong foundation for addressing employer demand across key opportunity sectors—ranging from IT and aerospace to food processing and advanced manufacturing—while also ensuring pathways for both degree-holding professionals and skilled workers without four-year credentials.

Looking ahead, regional partners have an opportunity to align data-driven insights with collaborative action. By leveraging the strengths of higher education institutions, tailoring training to in-demand occupations, and addressing barriers to participation, Northern Colorado can facilitate access to employment across all sectors of its growing, diverse economy. Anchored by strong local leadership and guided by national workforce trends, the region is well positioned to develop a talent strategy that not only supports the current and future needs of employers but also strengthens long-term resilience and opportunity for all residents.



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## MEMORANDUM

**To: NFRMPO Planning Council**  
**From: Jonathan Stockburger**  
**Date: May 7, 2026**  
**Re: Action – April 2026 TIP Amendment**

### Objective

Planning Council approval of the April 2026 Transportation Improvement Program (TIP) Amendment to the *FY2024-FY2027 TIP*.

### Summary

The April 2026 TIP Amendment includes four project additions and one project modification from various agencies:

- Modifying the CDOT R4 project *US287: Median Safety Berthoud South*. Shift \$2,036,250 Federal DIS funding from FY25 to FY26, increase \$12,438,750 in FY26. Add \$1,354,995 Federal HSIP funding to FY26 and \$2,748,165 to FY27. Add \$1,445,840 State FASTER funding to FY26, \$2,400,000 to FY27, and \$4,699,000 to FY28.
- Adding the Fort Collins new project *Fort Collins Codes and Standards Audit, Harmony Road Study, and Lake Street Demonstration Project* with \$925,006 Federal SS4A funding and \$266,458 Local funding in FY26.
- Adding the Greeley new project *Greeley SS4A Demonstration Projects* with \$7,917,600 Federal SS4A funding and \$2,029,400 Local Funding in FY26.
- Adding the Loveland new project *Loveland SS4A Demonstration Projects* with \$396,000 Federal SS4A funding and \$99,000 Local Funding in FY26.
- Adding the Fort Collins new project *Shields Street Separated Bike Lanes* with \$580,000 Local Fort Collins Climate Projects Tax Funding in FY26.

The 30-day Public Comment period for the April 2026 TIP Amendment began on April 14, 2026 and will end on May 15, 2026.

### ***Funding Types and Uses***

**Discretionary Grants (DIS)** are competitive grant programs used to further specific priorities.

**Highway Safety Improvement Program (HSIP)** funds are used to achieve a significant reduction in traffic fatalities and serious injuries on all public roads.

**FASTER Safety** supports the construction, reconstruction, or maintenance of projects to enhance the safety of a state highway, county road, or city street.

The **Safe Streets for All (SS4A)** program funds regional, local, and Tribal initiatives through grants to prevent roadway fatalities and serious injuries.

**FASTER Safety** supports the construction, reconstruction, or maintenance of projects to enhance the safety of a state highway, county road, or city street.



The **Fort Collins Climate Projects Tax** is a 0.5-cent sales tax increase to fund climate action, transit, and park improvements, effective Jan. 1, 2024, for 27 years. The tax is split among 50% for parks/recreation, 25% for climate initiatives (net-zero goals), and 25% for transit.

## Analysis

- **Advantages:** Approval by the NFRMPO Planning Council will ensure available funds are assigned to projects in a timely manner and the FY2024-2027 TIP remains fiscally constrained.
- Disadvantages: None

## Recommendation

TAC recommended Planning Council Approval for adding the April 2026 TIP Amendment to the FY2024-2027 TIP at their meeting on April 15.

## Attachments

- April 2026 Policy Amendment Form
- Environmental and Demographic Impact Analysis

**PREVIOUS ENTRY**

**Title:** US287: Median Safety Berthoud South  
**Sponsor:** CDOT Region 4  
**STIP ID:** SR46666.114  
**TIP ID:** 2025-012  
**Type:** Modify & Reconstruct  
**Air Quality:** Exempt from conformity analysis  
**Description:** Install concrete barrier in the median to prevent vehicles from crossing over and to improve public safety in the US287 corrdior.

Funding Source	Funding Program	FY 24-27 TOTAL	FY24 Rolled	FY 24	FY25 Rolled	FY 25	FY 26	FY 27	Previous Funding	Future Funding
Federal	DIS	\$2,036,250	\$0	\$0	\$0	\$2,036,250	\$0	\$0	\$0	\$0
Federal	HSIP	\$723,840	\$0	\$0	\$0	\$0	\$239,005	\$484,835	\$0	\$0
State	FASTER	\$656,160	\$0	\$0	\$0	\$300,000	\$356,160	\$0	\$0	\$0
	<b>Total</b>	<b>\$3,416,250</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$2,336,250</b>	<b>\$595,165</b>	<b>\$484,835</b>	<b>\$0</b>	<b>\$0</b>

**NEW ENTRY**

**Title:** US287: Median Safety Berthoud South  
**Sponsor:** CDOT Region 4  
**STIP ID:** SR46666.114  
**TIP ID:** 2025-012  
**Type:** Modify & Reconstruct  
**Air Quality:** Exempt from conformity analysis  
**Description:** Install concrete barrier in the median to prevent vehicles from crossing over and to improve public safety in the US287 corrdior.

Funding Source	Funding Program	FY 24-27 TOTAL	FY24 Rolled	FY 24	FY25 Rolled	FY 25	FY 26	FY 27	Previous Funding	Future Funding
Federal	DIS	\$14,475,000	\$0	\$0	\$0	\$0	\$14,475,000	\$0	\$0	\$0
Federal	HSIP	\$4,827,000	\$0	\$0	\$0	\$0	\$1,594,000	\$3,233,000	\$0	\$0
State	FASTER	\$4,502,000	\$0	\$0	\$0	\$300,000	\$1,802,000	\$2,400,000	\$0	\$4,699,000
	<b>Total</b>	<b>\$23,804,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$300,000</b>	<b>\$17,871,000</b>	<b>\$5,633,000</b>	<b>\$0</b>	<b>\$4,699,000</b>

**Revision #** 2026-a4  
**Revision Description** Project funding additions. Tables show total project amount. ~85% of funding is in DRCOG region and ~15% in NFRMPO region.  
 Correct Infra funding: shift \$2,036,250 from FY25 to FY26, increase \$12,438,750 in FY26.  
 Correct HSIP: increase \$1,354,995 in FY26 and \$2,748,165 in FY27  
 Correct Faster Safety Funding: Increase \$1,445,840 in FY26; \$2,400,000 in FY27;\$4,698,977 in FY28 and \$4,699,000 in the Future.

**NEW ENTRY**

**Title:** Fort Collins Codes and Standards Audit, Harmony Road Study, and Lake Street Demonstration Project

**Sponsor:** Fort Collins

**STIP ID:**

**TIP ID:** 2026-008

**Type:** Modify/Reconstruct

**Air Quality:** Exempt from conformity analysis

**Description:** A demonstration project will occur on a street near CSU, evaluating modifications to reduce reduce the motor vehicle use and create safer travel.

Funding Source	Funding Program	FY 24-27 TOTAL	FY24 Rolled	FY 24	FY25 Rolled	FY 25	FY 26	FY 27	Previous Funding	Future Funding
Federal	SS4A	\$925,006	\$0	\$0	\$0	\$0	\$925,006	\$0	\$0	\$0
Local	L	\$266,458	\$0	\$0	\$0	\$0	\$266,458	\$0	\$0	\$0
	<b>Total</b>	<b>\$1,191,464</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$1,191,464</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

**Revision #**      **Revision Description**

2026-a4      New Project

**NEW ENTRY**

**Title:** Greeley SS4A Demonstration Projects

**Sponsor:** Greeley

**STIP ID:**

**TIP ID:** 2026-009

**Type:** Modify/Reconstruct

**Air Quality:** Exempt from conformity analysis

**Description:** Pilots speed management technologies, engineering studies for improved visibility, an implementing quick-build projects through feasibility studies.

Funding Source	Funding Program	FY 24-27 TOTAL	FY24 Rolled	FY 24	FY25 Rolled	FY 25	FY 26	FY 27	Previous Funding	Future Funding
Federal	SS4A	\$7,917,600	\$0	\$0	\$0	\$0	\$7,917,600	\$0	\$0	\$0
Local	L	\$2,029,400	\$0	\$0	\$0	\$0	\$2,029,400	\$0	\$0	\$0
	<b>Total</b>	<b>\$9,947,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$9,947,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

**Revision #**      **Revision Description**

2026-a4      New Project

**NEW ENTRY**

**Title:** Loveland SS4A Demonstration Projects  
**Sponsor:** Loveland  
**STIP ID:**  
**TIP ID:** 2026-010  
**Type:** Modify & Reconstruct  
**Air Quality:** Exempt from conformity analysis  
**Description:** Update City's Action Plan, perform supplemental planning activities, and launch three pilot demonstration projects.

Funding Source	Funding Program	FY 24-27 TOTAL	FY24 Rolled	FY 24	FY25 Rolled	FY 25	FY 26	FY 27	Previous Funding	Future Funding
Federal	SS4A	\$396,000	\$0	\$0	\$0	\$0	\$396,000	\$0	\$0	\$0
Local	L	\$99,000	\$0	\$0	\$0	\$0	\$99,000	\$0	\$0	\$0
	<b>Total</b>	<b>\$495,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$495,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

**Revision #** 2026-a4  
**Revision Description** New Project

**NEW ENTRY**

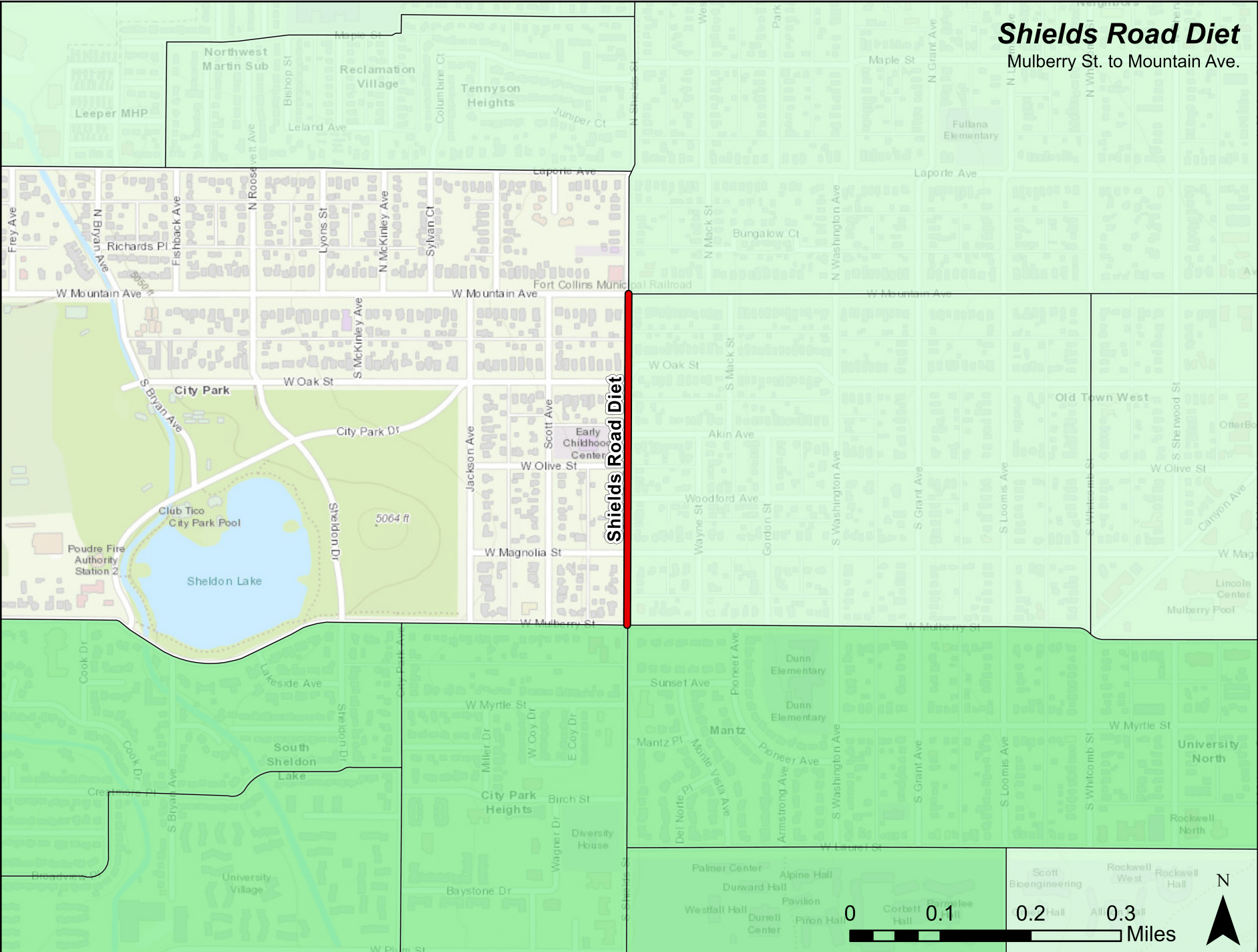
**Title:** Shields Street Separated Bike Lanes  
**Sponsor:** Fort Collins  
**STIP ID:**  
**TIP ID:** 2026-011  
**Type:** Bike & Ped Facility  
**Air Quality:** Exempt from conformity analysis  
**Description:** This project removes one northbound vehicular travel lane on Shields Street from Mountain Avenue to Mulberry Street to provide space for in-street separated bike lanes.

Funding Source	Funding Program	FY 24-27 TOTAL	FY24 Rolled	FY 24	FY25 Rolled	FY 25	FY 26	FY 27	Previous Funding	Future Funding
Local	Climate Projects Tax	\$580,000	\$0	\$0	\$0	\$0	\$580,000	\$0	\$0	\$0
	<b>Total</b>	<b>\$580,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$580,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

**Revision #** 2026-a4  
**Revision Description** New Project

# Shields Road Diet

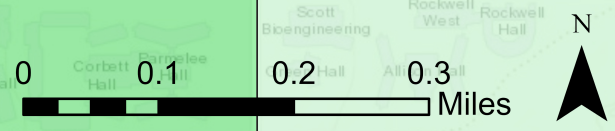
Mulberry St. to Mountain Ave.



## Legend

Level of Environmental and Demographic Area

- 1
- 2
- 3
- Project Location



April 2026  
Sources: CDOT, NFRMPO



Criteria															
<b>Project Title</b>															
Project previously included in TIP	Yes/No														
TIP ID #															
Project located 1/4 mile of an Index Area: <a href="https://open-data-nfrmpo.hub.arcgis.com/search?tags=environmental%2Cdemographics">https://open-data-nfrmpo.hub.arcgis.com/search?tags=environmental%2Cdemographics</a>	Yes/No														
Project Sponsor	City of Fort Collins														
Project Type	Bike/ped														
Funding Source	Local														
Call Awarded	N/A														
<b>Burdens</b>	<table border="1"> <thead> <tr> <th>Short Term (Construction) (Yes/No)</th> <th>Long Term (Post Construction) (Yes/No)</th> </tr> </thead> <tbody> <tr> <td>No</td> <td>No</td> </tr> <tr> <td>No</td> <td>No</td> </tr> <tr> <td>No</td> <td>No</td> </tr> <tr> <td>No</td> <td>No</td> </tr> <tr> <td>Yes</td> <td>No</td> </tr> <tr> <td>No</td> <td>No</td> </tr> </tbody> </table>	Short Term (Construction) (Yes/No)	Long Term (Post Construction) (Yes/No)	No	No	No	No	No	No	No	No	Yes	No	No	No
Short Term (Construction) (Yes/No)	Long Term (Post Construction) (Yes/No)														
No	No														
No	No														
No	No														
No	No														
Yes	No														
No	No														
Bodily impairment, infirmity, illness, or death	No														
Air, noise, and water pollution and soil contamination	No														
Destruction or disruption of man-made or natural resources, aesthetic values, or availability of public and private facilities and services	No														
Adverse impacts on community cohesion or economic vitality	No														
Noise and vibration	Yes														
Increased traffic congestion, isolation, exclusion, or separation	No														
<b>Additional Anticipated Burdens</b> <i>Detail any additional anticipated project burdens</i>															
<b>Benefits</b>	(Yes/No)														
Decrease in travel time	No														
Improved air quality	Yes														
Expanded access to employment opportunities	Yes														
Improved access to transit options and alternative modes of transportation (walking and bicycling)	Yes														
<b>Additional Anticipated Benefits</b> <i>Detail any additional anticipated project burdens</i>	Improved safety														
<b>Outreach</b> – Describe any outreach completed in selection of project or future anticipated outreach															
<p>This project is included in the City's Active Modes Plan (AMP), adopted by City Council in 2022, and the Transportation Capital Project Prioritization Study (TCPPS), both of which included extensive engagement processes. The AMP included visioning workshops, online surveys and mapping activities, focus groups, and pop-up events. TCPPS included in-person and virtual open houses and a public survey and mapping activity. On January 22, 2026 the City hosted a hybrid neighborhood meeting to inform residents about the project. Postcards were mailed to all residents and property owners in the vicinity of the project inviting them to the meeting. The meeting recording was posted on the project website at <a href="http://fortcollins.gov/Projects/Shields-Street-Transportation-Improvements">fortcollins.gov/Projects/Shields-Street-Transportation-Improvements</a> for those who were unable to attend.</p>															

**RESOLUTION NO. 2026-10**  
**OF THE NORTH FRONT RANGE TRANSPORTATION & AIR QUALITY PLANNING COUNCIL**  
**APPROVING THE APRIL 2026 AMENDMENT TO THE**  
**FY2024-2027 TRANSPORTATION IMPROVEMENT PROGRAM (TIP)**

**WHEREAS**, 23 CFR §450.326 requires the development of a fiscally constrained Transportation Improvement Program (TIP) for Metropolitan Planning Organizations through the continuing, cooperative, and comprehensive (“3C”) multimodal transportation planning process; and

**WHEREAS**, the North Front Range Transportation & Air Quality Planning Council as the Metropolitan Planning Organization (MPO) is the agency responsible for developing the TIP in accordance with the above stated regulation; and

**WHEREAS**, transportation projects programmed in the current TIP for FY2024-2027 are consistent with the 2050 Regional Transportation Plan (RTP), adopted September 7, 2023; and

**WHEREAS**, the Air Quality Conformity Findings conducted on the FY2024-2027 were positive and this TIP Amendment does not change the positive conformity findings on the FY2024-2027 TIP; and

**WHEREAS**, the April 2026 TIP Amendment increases the amount of emissions benefits and either improves or does not substantially reduce the cost effectiveness of those emissions benefits; and

**WHEREAS**, the FY2024-2027 TIP remains fiscally constrained.

**NOW, THEREFORE, BE IT RESOLVED**, the North Front Range Transportation & Air Quality Planning Council hereby amends the FY2024-2027 TIP by adding and revising the following projects:

- Modifying the CDOT R4 project *US287: Median Safety Berthoud South*. Shift \$2,036,250 Federal DIS funding from FY25 to FY26, increase \$12,438,750 in FY26. Add \$1,354,995 Federal HSIP funding to FY26 and \$2,748,165 to FY27. Add \$1,445,840 State FASTER funding to FY26, \$2,400,000 to FY27, and \$4,699,000 to FY28.
- Adding the Fort Collins new project *Fort Collins Codes and Standards Audit, Harmony Road Study, and Lake Street Demonstration Project* with \$925,006 Federal SS4A funding and \$266,458 Local funding in FY26.
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- Adding the Loveland new project *Loveland SS4A Demonstration Projects* with \$396,000 Federal SS4A funding and \$99,000 Local Funding in FY26.
- Adding the Fort Collins new project *Shields Street Separated Bike Lanes* with \$580,000 Local Fort Collins Climate Projects Tax Funding in FY26.

Passed and approved at the regular meeting of the North Front Range Transportation & Air Quality Planning Council held this 7<sup>th</sup> day of May 2026.

**Resolution No. 2026-10**

\_\_\_\_\_  
Liz Heid, Vice-Chair

ATTEST:

\_\_\_\_\_  
Elizabeth Relford, Executive Director

# Statewide Transportation Advisory Committee (STAC)

April 2, 2026, 8:30 a.m. - 12:00 p.m.; held via Zoom.

## Meeting Summary

### Transportation Commission (TC) Report (Chair Gary Beedy)

- The March TC meeting included a Joint Workshop with the Colorado Transportation Investment Office (CTIO) on Bustang funding, the Pueblo Area Council of Governments (PACOG) Greenhouse Gas (GHG) Transportation Report, Budget Workshop, Roadside Fire Mitigation update, 10-Year Plan Workshop, and Audit Review Committee update.

### Transit and Rail Advisory Committee (TRAC) Report (Ann Rajewski)

- The March TRAC meeting included updates from the Clean Transit Enterprise (CTE), CDOT's new First/Last Mile Toolkit, a Truckers Against Trafficking event (May 9 in Ignacio), and several Federal Transit Administration (FTA) grants coming soon.

### Legislative Updates (Emily Haddaway and Jamie Grim)

- CDOT testified in support of HB26-1101 (Criminal Offenses Related to Critical Infrastructure Metals) this week, important due to the high costs from these thefts.
- CDOT testified in support of SB126-141 (Wildlife Collision Prevention), which now awaits approval by the Senate Appropriations Committee.
- CDOT testified in support of HB26-1127 (Reporting After Fatal Car Crash). This has passed both chambers and now awaits adoption of Senate amendments in the House.
- CDOT testified in support of HB26-1237 (Transportation Safety Modifications), updating statutory references of "accident" to "crash." It is on the Senate's consent calendar.
- CDOT supports HB26-1076 (Transportation Statutory Clean-Up), still awaiting a hearing.
- HB26-1269 (Transit Access) was amended significantly in the House, but Emily also noted significant concerns that TRAC members still have with it.
- CDOT is still discussing HB26-1286 (Automated Driving System Commercial Vehicles) with its sponsors and has an alternative proposal to create a proactive regulatory structure and remove requirements for a vote of the people.
- CDOT is still collecting feedback on Bustang funding, including possible toll revenues.
- The Governor's Office asked for a \$7.5M (instead of \$10.5M) transfer from the general fund to the Multimodal Options Fund (MMOF), but the Joint Budget Committee (JBC) instead proposed full and permanent elimination of this transfer in the current version of the long bill. JBC also discussed changing allocation of the Retail Delivery Fee.
- The U.S. Congress is still in recess, and the Department of Homeland Security (DHS), including the Transportation Security Administration (TSA)) remains shut down.
- CDOT helped process all of Colorado's Congressionally Directed Spending requests. The House should act on these in mid-April, which will provide hints for re-authorization.
- Re-authorization (primarily through the bipartisan Bridges and Safety Infrastructure for Community Success (BASICS) Act, or a Continuing Resolution) should still happen by its September 30 expiration. Long-time House Transportation Committee Chair Sam Graves retires this year, and is working diligently behind the scenes to get this done.

### 10-Year Plan Update (Darius Pakbaz)

- This update discussed how the 10-Year Plan achieves PD-14 performance targets.
- These initiatives use strategic funding (flexible state and federal resources allocated to projects addressing PD-14 performance goals). Significant Asset Management funding boosts will reduce backlogs in pavement and bridge maintenance and repair.
- Safety investments center on the Safe System Approach to help improve intersections.
- Sustainable Transportation Choice includes Bustang, transit, and active transportation.
- There were concerns with the legislature prioritizing Bustang over other more-effective investments, especially in urban areas that already have transit.

- CDOT identified major investment needs through a comprehensive data analysis (e.g., addressing assets in poor condition, like pavement), community outreach, statewide planning and development studies, and metropolitan and rural regional plans.
- CDOT expects to present the final draft of the 10-Year Plan to STAC in May, and STAC will then make a recommendation for the TC to adopt the plan. Once adopted, this plan establishes the framework for future project development, budget formulation, and finalization of the Statewide Transportation Improvement Program (STIP).
- Elmore's Corner project still needs TC approval before inclusion in the 10-Year Plan.

#### Electric Vehicle (EV) Program Update (Michael King)

- Colorado already has significant GHG Reduction and EV Plan targets. CDOT's Clean Transportation includes increasing total state highway miles within a 30-mile travel buffer of direct current fast-charging (DCFC) stations from 83% to 85%, and increasing electrified Scenic and Historic Byways from 18 to 21, both by July 2026.
- Colorado was #1 in U.S. EV Sales in Q3 2025, with 200K zero-emission vehicles (ZEVs) registered. EV registrations have increased, even after federal incentives expired.
- Charge Ahead and Fleet-ZERO programs greatly expanded Colorado charging network.
- Direct Current Fast Charging (DCFC) Corridors and Plazas have also grown statewide.
- National EV Infrastructure (NEVI) Program has provided \$56.5M to Colorado since 2021. NEVI was paused in February 2025, but re-started with new guidance in August 2025.
- Colorado's publicly-accessible fast-charging network coverage grew from 40% in August 2020 to 82% in March 2026.
- The Clean Transit Enterprise (CTE) has awarded \$45.5M to agencies statewide for electric buses, charging equipment, and related support since 2022.
- There were e-bike safety concerns (including "e-motos" going 40 mph on trails). CDOT's e-bike safety efforts address those concerns, but there is not yet sufficient data. CDOT's latest Statewide Travel Survey provides more data on these trends.
- Completing electrification of Colorado's Scenic and Historic Byway network is up to local stakeholders, but CDOT and the Colorado Tourism Office support these efforts.

#### Roadside Fire Mitigation (Shawn Smith)

- The exceptionally dry and warm 2025-26 Winter Season has raised the conversation on the effects of vegetation, with an emphasis on wildland fires.
- CDOT's Division of Maintenance and Operations (DMO) mitigation strategies for this season include Reduce Roadside Fire Starts; Protect Evacuation Routes; Maintain Mobility (open roads); Fuel break / Control line (large fires); Safety of road users & sight distance; Visually Appealing Roadside; and Noxious weeds.
- CDOT's initial evaluation will target the Front Range and I-70 corridor, allowing for a broad project footprint by confining operations to highway-adjacent areas.
- CDOT recommends a heightened approach to vegetation mitigation before the summer, with a focus on reducing fuel loads along prioritized State highways: Remove trees that are diseased or greater than 50% dead; and Chip slash/wood on-site and spread. Increase separation of larger vegetation based on zone designation; Cut stumps flush; and remove ladder fuels, lower branches, and combustibles.
- CDOT also recommends mechanical vegetation control through internal Maintenance, and employing contractors and other government entities to remove trees.
- Staff will finalize this plan and solicit proposals once funding is identified.
- CDOT will provide public information soon and will coordinate with other agencies.
- USDA approves all chemical applications to minimize impacts on water and wildlife.

#### Other Business (Chair Gary Beedy)

- **The next STAC meeting is scheduled for Thursday, May 7, 2026, 8:30 am, in-person at CDOT HQ (2829 W. Howard Pl., Denver, CO 80204), but also with a virtual option.**
  - The Freight Advisory Committee (FAC) will provide a quarterly update, and
  - Officer Elections (Vice Chair Holly Williams is term-limited by El Paso County).