



November 21, 2025

Greetings FY27 CBAC Members,

On behalf of the Office of Community Involvement (OCI), welcome to the Fiscal Year 2027 Budget Cycle! Thank you for your service and dedication to engagement in the county budget process. Community Budget Advisory Committees (CBAC) are one of the key ways that the county receives and incorporates community input on its budget priorities. Your commitment to work with others, study department priorities, consider the allocation of resources, and provide your best thinking during these fiscally challenging times is invaluable!

OCI supports county CBACs in three primary ways - we conduct outreach and recruitment for departments, facilitate the orientation and onboarding of new members, and provide administrative guidance to departments on CBAC policy, procedures, compliance, and best practices. In 2024, Chair Vega Peterson directed OCI to prioritize the development and implementation of a county-wide improvement process to strengthen the CBAC program and participants' experience. Through listening sessions, interviews, participant surveys, and staff work groups we have deepened our understanding of pressing issues and taken action to address those issues using a multi-year, multifaceted approach.

Feedback Loop

It is our goal at OCI to start each annual budget cycle with an update to you on the status of the CBAC Improvement Plan - making sure you know we are listening to the feedback you provide to your CBAC Coordinator, on participant surveys, and in your budget letters. Thank you for your cooperation in helping us carry out the important work to improve the CBAC program and mitigate barriers to participation.

Highlights from What We Heard

Drawing from a participant survey conducted at the end of the last budget cycle and from FY26 budget letters, below are highlights of what we learned from CBAC members.

- 85% of responders said their CBAC reflected diverse identities and lived experiences
- 63% of responders said the orientation and onboarding process helped prepare them for the work
- 89% of responders felt well-informed about departmental budget concerns and processes during meetings

- 96% of responders believed they were able to contribute to input and feedback to the departmental budget letter
- Stipends
 - *"Provide incentives for time commitment"*
 - *"Offering stipends and childcare for committee members would enable more consistent attendance and participation, especially from those community members who are experiencing lower incomes, as would childcare services for those members with young children"*
- Membership
 - *"More intentional efforts to expand the membership of the CBACs"*
 - *"Broader recruitment from all districts"*
 - *"Aggressive recruitment of affected populations"*
 - *"Full year recruitment, significantly expand outreach, and set and measure goals for diversity"*
- Education
 - *"Earlier onboarding - we went straight into the budget cycle"*
 - *"Onboarding should be mandatory and a multi-day process"*
 - *"We need more guidance on our actual role - what information goes in our letters? What types of guidance should we be providing?"*
 - *"Provide a better understanding of the county's financial structure"*
- Timeline
 - *"We appreciate the opportunity to provide our recommendations earlier in the budget process, however, this shortened our budget review and discussion timeline"*
 - *"The expectations that this committee could thoughtfully and intentionally complete this work in a three-week time period are unrealistic"*
 - *"The time crunch between the release of the draft budget and when CBAC comments were due made things difficult"*

Updates on What We Have Done

Over the last year OCI has taken action to support meaningful change guided by assessment and feedback.

Stipends - In February of 2025, OCI presented a set of code changes to the Board of County Commissioners. Included in these changes was the recommendation to offer community members stipends to help mitigate barriers to participation. This resolution was passed.

Membership - This summer OCI, in collaboration with departments, began year-round recruitment. For the first time, OCI and departments will conduct outreach activities throughout the year in 3-cycles - summer, fall, and spring - expanding avenues to get the word out and opportunities to get applications in!

We have diversified our outreach strategies - working closely with district offices to collaborate our efforts in local neighborhoods, tabling at community

events across the county, flyering in coffeeshops, libraries, grocery stores, and other everyday spaces, and targeting our invitations to community-based organizations working with groups most impacted by county services. Our summer outreach efforts led to 30 new community members selected and appointed to serve on a departmental CBAC for FY 27.

Cycles of outreach, recruitment, selection, and appointments now culminate with a demographic snapshot presented to the Chair, BoCC, and public to make transparent the outcome of our efforts to build diverse and inclusive CBAC cohorts.

To clarify roles and responsibilities, as well as other expectations and practices, we now have a new [CBAC Policy Guide](#)! This long awaited document serves as a companion to County code and provides a comprehensive overview of the CBAC program.

Education - In September, OCI facilitated a new three-part workshop series to onboard new CBAC members. This was a significant departure from the previous two-hour orientation conducted in the past. One in-person and two remote sessions aimed to provide an introduction to the CBAC program, an overview of county functions and programs, as well as a brief review of the budget process. Combining a [CBAC toolkit of resources](#), interactive educational activities, and opportunities to build community, we hope this approach and curriculum reflects what community members have been asking for to feel more prepared and confident in their role.

Timeline - While the budget process timeline itself, which involves a 1 year budget cycle, continues to present challenges to the timeline for community input on departmental resource allocation, we believe a more robust onboarding experience combined with a comprehensive repository of resources can help mitigate inevitable time constraints. OCI continues to work closely with the Budget Office to align [budget milestones and CBAC benchmarks](#) in ways that can most effectively incorporate meaningful input into departmental budgets.

These are some of the improvements we have made in direct response from what we have heard. OCI will continue to prioritize CBAC improvement.

Ways to Give Feedback

This work is ongoing and your feedback is important. As a reminder, there are several ways to have your voice heard in the improvement process: 1) share input and ideas directly with your CBAC Coordinator. OCI and CBAC Coordinators work closely as a team and we are committed to supporting you and others to have a positive and meaningful experience. 2) Submit your feedback in the annual CBAC Participant Survey disseminated at the end of every budget cycle. 3) Include your collective input on the

process and experience in your budget letter. And, 4) Contact OCI directly with issues, concerns, and ideas at community.involvement@multco.us.

Thank you again for your service. As we kick off the new budget cycle, we hope you receive the support, resources, and comradery needed to have a meaningful experience volunteering with the county.

Warm regards,

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