

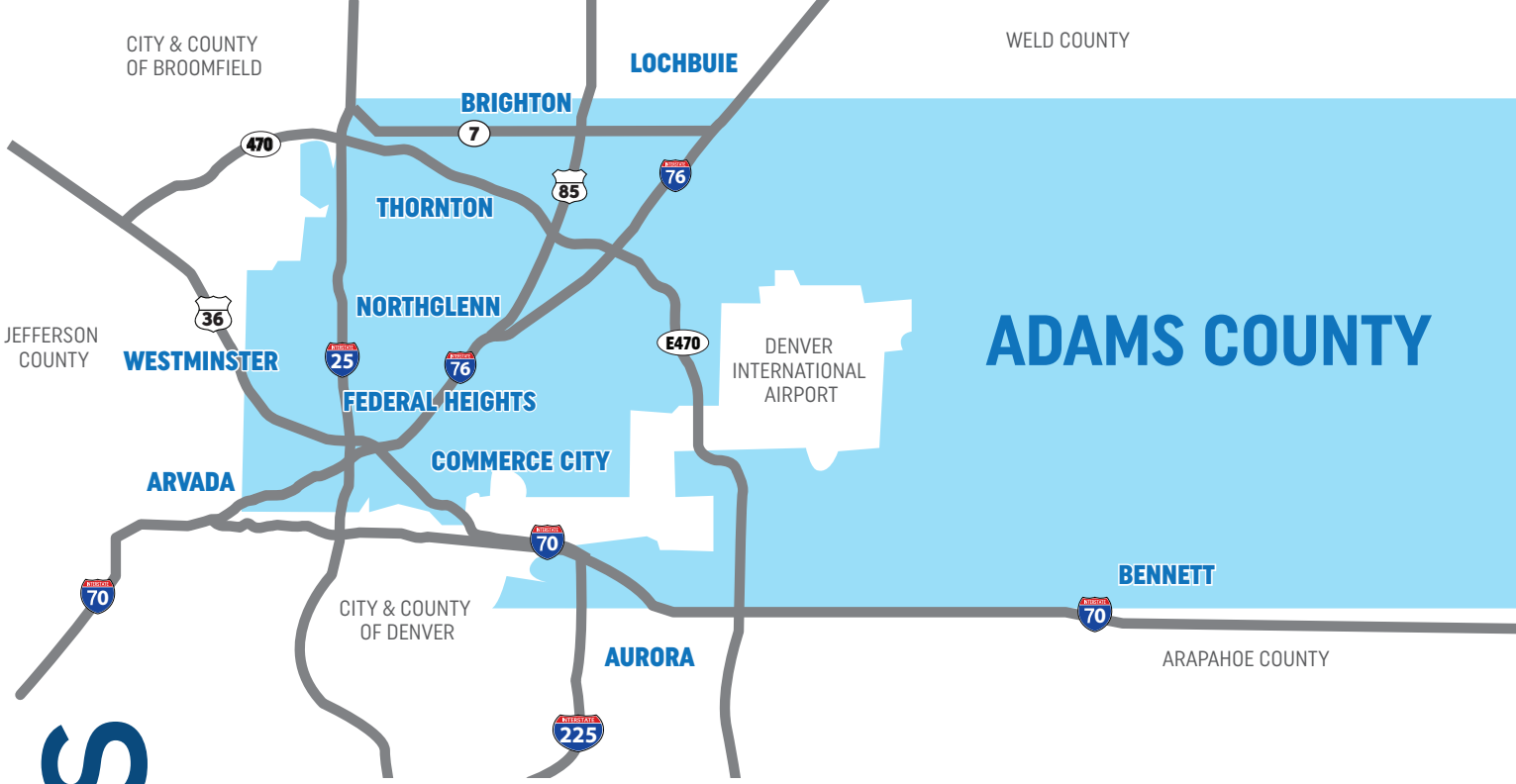


ADAMS COUNTY **ECONOMIC PROFILE**

2026



ADAMS COUNTY
COLORADO



With rich traditions and history, Adams County offers the best of suburban and rural life—vibrant cities, quiet towns, and miles of recreation. Adams County offers businesses a rare combination of scale, accessibility, workforce depth, and cost competitiveness. With a population of **551,861 residents**, **279,612 jobs**, and a Gross Regional Product (GRP) of **\$41.11 billion**, Adams County plays a central role in Colorado’s economic engine.

As part of the Denver Metropolitan Statistical Area (MSA), Adams County benefits from a larger regional economy that attracts global and national headquarters and highly skilled workforce talent. It benefits from proximity to **world-class universities and federal laboratories**. Adams County is also home to top-ranked hospitals, including the **Anschutz Medical Campus**.

PLACE	Total Population
ADAMS COUNTY TOTAL	551,861
Arvada (Part)	2,763
Aurora (Part)	57,242
Bennett (Part)	3,935
Brighton (Part)	44,986
Commerce City	73,030
Federal Heights	14,398
Lochbuie (Part)	99
Northglenn	38,325
Thornton	147,900
Westminster (Part)	71,233
Unincorporated Adams County	97,950
Metro Denver Total	3,134,283
Colorado Total	6,096,340

*Unincorporated population includes the communities of Henderson, Strasburg, and Watkins.
Source: Esri, 2025*



WHY ADAMS COUNTY

Adams County offers:

- ✓ Access to global markets and national distribution networks
- ✓ A young, growing, and diverse workforce
- ✓ Competitive costs within a top-tier metro economy
- ✓ Scalable sites for logistics, healthcare, aerospace, manufacturing, and services
- ✓ A county partner focused on certainty, coordination, and long-term competitiveness

STRATEGIC LOCATION

Located at the intersection of five interstate highways and surrounding Denver International Airport (DEN)—the sixth-busiest airport in the world—Adams County serves as one of the Rocky Mountain region’s most significant hubs for logistics, distribution, and global connectivity. The county owns and operates the Colorado Air and Space Port (CASP)—one of only 14 FAA-licensed spaceports in the United States—with capacity for commercial aerospace testing, research and development, advanced manufacturing, and long-term growth. Class I and Class III rail lines further position Adams County as a regional and national destination for trade, transportation, and employment.



INCLUSIVE GROWTH AND TALENT DEVELOPMENT

Adams County is a majority-minority county and one of the youngest and fastest-growing in Colorado, offering employers access to a diverse, multilingual workforce. The county is served by nine school districts offering Career and Technical Education (CTE) and STEM programs that strengthen talent pipelines aligned with employer demand. Local colleges and universities, including Front Range Community College and the University of Colorado Anschutz Medical Campus, expand opportunities for residents to gain high-demand skills and advance in emerging industries.



PRO-BUSINESS, PARTNER-ORIENTED ENVIRONMENT

Adams County supports business investment through:

- Enterprise Zones, Opportunity Zones, and Foreign Trade Zones
- Performance-based incentives, layered with state and local programs where applicable
- In-house project navigation and coordinated inter-agency support

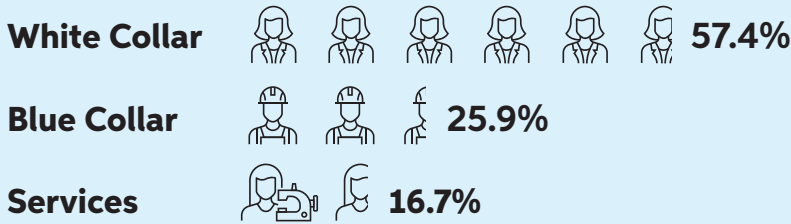


The county works collaboratively with municipalities, regional partners, and the state of Colorado to reduce barriers and accelerate project delivery.

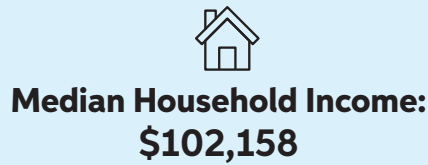
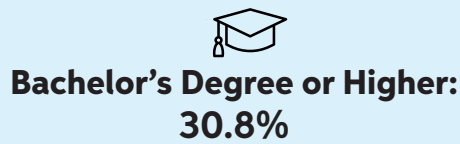
2025 KEY ADAMS COUNTY DEMOGRAPHICS

Square miles: 1,184	Population: 551,861	Median Age: 35.7	Households: 192,244
-------------------------------	-------------------------------	----------------------------	-------------------------------

LABOR FORCE:

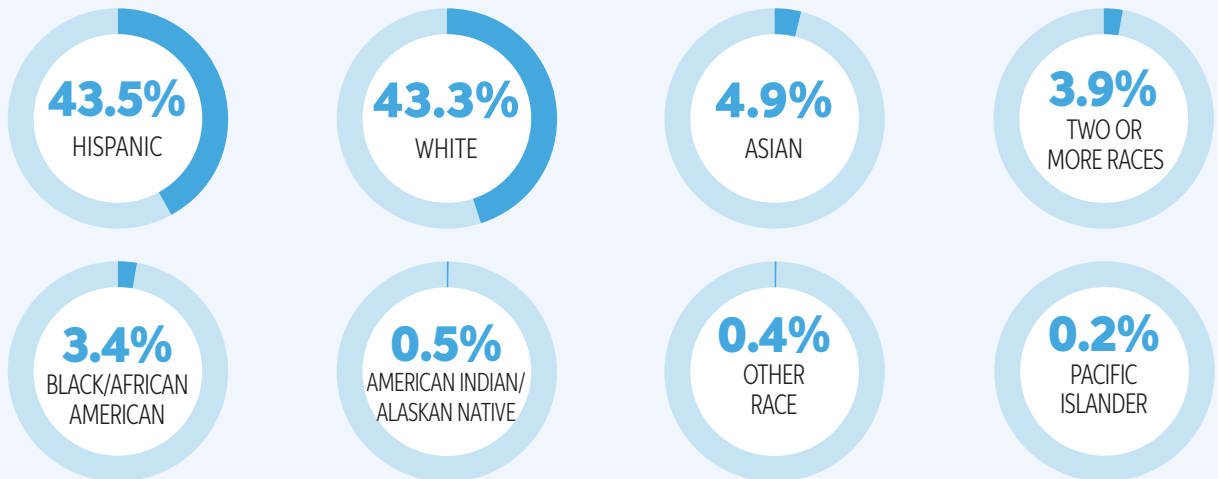


Total Labor Force: 304,465	Labor Force Participation: 70.7%	Number of Jobs: 279,612
--------------------------------------	--	-----------------------------------



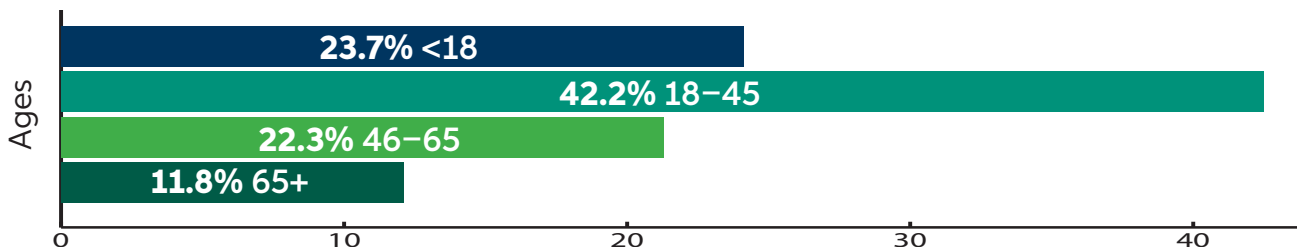
Source: ESRI, 2025; Lightcast, 2025

2025 CULTURAL DIVERSITY—MAJORITY-MINORITY POPULATION



*Hispanic includes respondents of any race. Other categories are non-Hispanic. Source: Esri, 2025

2025 AGE DISTRIBUTION



Source: Esri, 2025

INDUSTRY CLUSTERS

Over the past decade, Adams County has strategically identified and supported key target industries to guide business attraction and expansion initiatives. These targeted sectors have all experienced measurable growth, reflected in rising employment, an increasing number of firms, and a strong mix of both small businesses and large employers.

INDUSTRY CLUSTER BREAKDOWN

AVIATION & AEROSPACE

Establishments: **90**
Employees: **1,529**



WHOLESALE TRADE & LOGISTICS

Establishments: **1,877**
Employees: **45,403**



ENERGY & GREEN TECH

Establishments: **81**
Employees: **2,532**



ADVANCED MANUFACTURING

Establishments: **514**
Employees: **13,483**



CONSTRUCTION

Establishments: **1,954**
Employees: **26,491**



HEALTHCARE & LIFE SCIENCES

Establishments: **894**
Employees: **32,130**



Source: Adams County Economic Development 2025

GROSS
REGIONAL PRODUCT

\$41.11
BILLION

EXPORTS

\$46.36
BILLION

IMPORTS

\$46.08
BILLION

Source: Lightcast, 2025



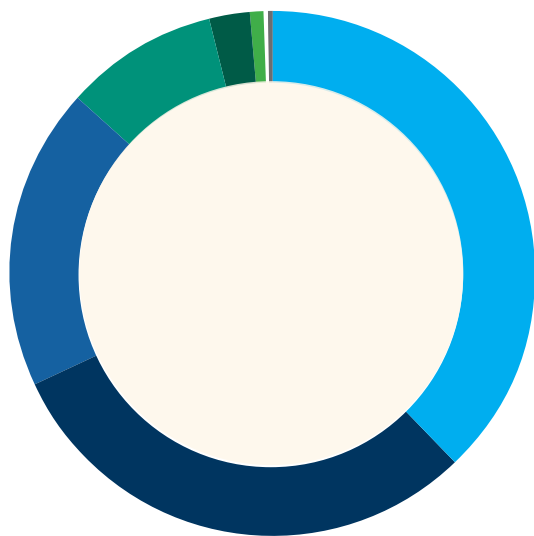
LARGEST PRIMARY EMPLOYERS

Largest Private Non-Retail Employers

Rank	Company	Product/Service	Employment*
1	Amazon	Warehousing & Distribution Services	12,000
2	UCHealth	Healthcare, Research	10,500
3	Children's Hospital Colorado	Healthcare	6,000
4	United Parcel Service	Logistics	4,700
5	FedEx	Shipment & Logistics Services	2,550
6	Sturgeon Electric	Electrical Services	1,500
7	Shamrock Foods	Food Distribution	1,400
8	Gaylord Hotels	Accommodation	1,350
9	SROriginals	Bakery Product Manufacturer & Distributor	1,000
10	HCA HealthOne	Healthcare	1,000

Source: Adams County Economic Development; Metro Denver EDC, July 2025

BUSINESS SIZE



	Percentage	Business Count
● 1 to 4 employees	37.8%	7,509
● 5 to 9 employees	30.3%	6,020
● 10 to 19 employees	18.5%	3,685
● 20 to 49 employees	9.4%	1,865
● 50 to 99 employees	2.6%	525
● 100 to 249 employees	0.9%	185
○ 240 to 499 employees	0.3%	60
● 500+ employees	0.1%	22

Source: Lightcast, 2025; Business Data by DatabaseUSA.com

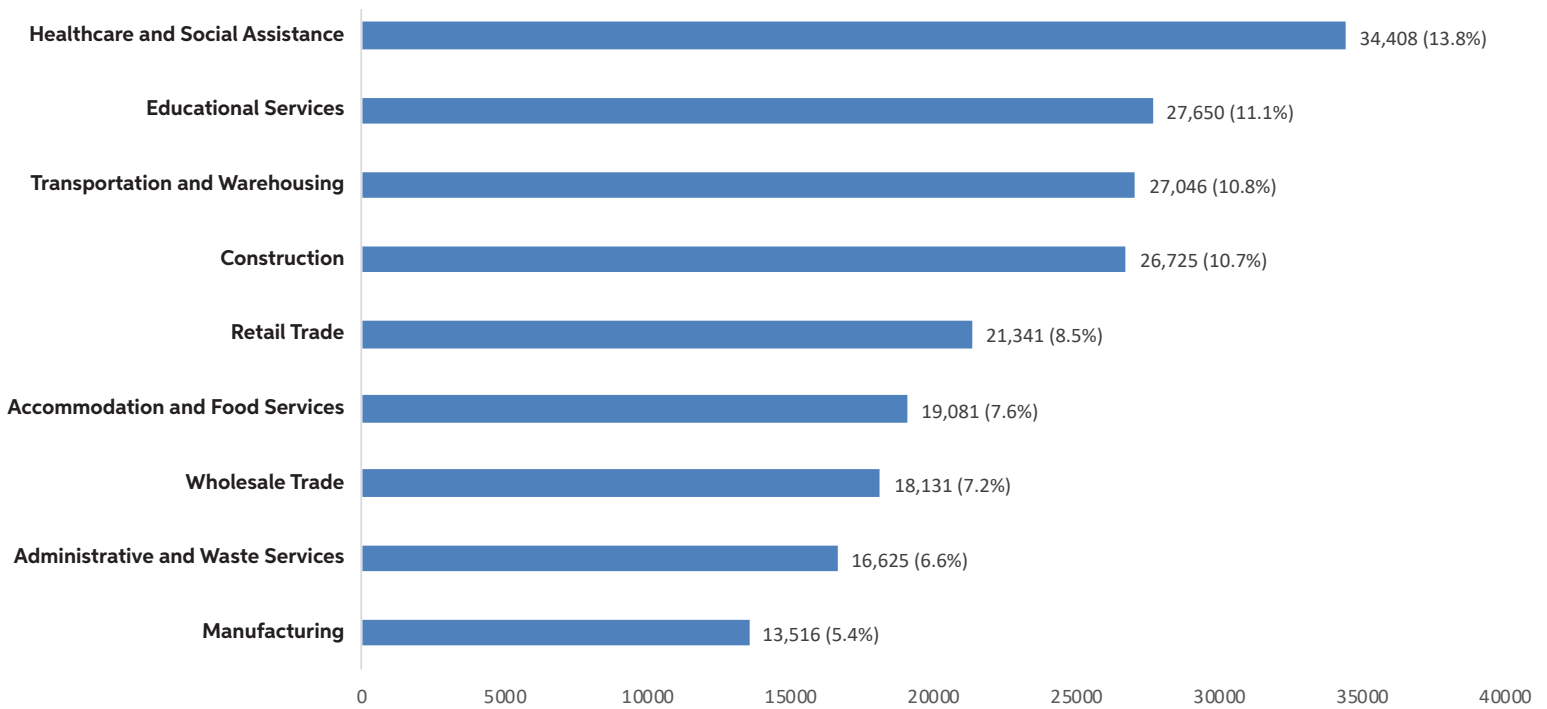
WORKFORCE

Adams County, Colorado

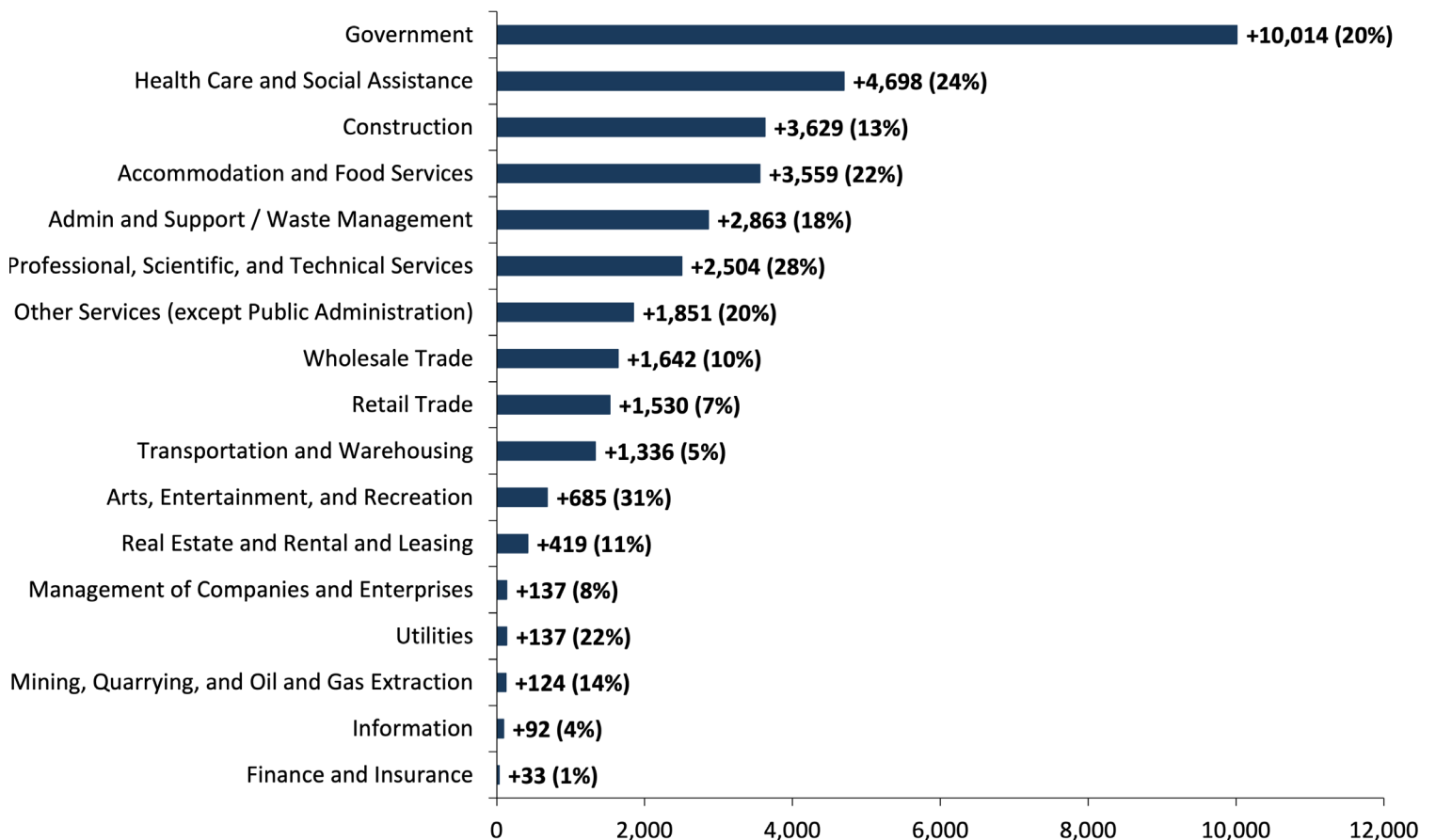
Occupation	2025 Jobs	Change in Jobs 2020–2025	2025 Median Hourly Earnings	2025 Median Annual Earnings
Transportation and Material Moving	38,430	3,468	\$23.52	\$48,920
Office and Administrative Support	29,097	2,215	\$24.59	\$51,157
Sales and Related	26,650	2,384	\$21.95	\$45,656
Construction and Extraction	21,668	1,813	\$29.59	\$61,545
Business and Financial Operations	19,669	4,682	\$40.91	\$85,089
Educational Instruction and Library	19,575	2,275	\$30.38	\$63,193
Food Preparation and Serving Related	19,033	2,850	\$17.46	\$36,314
Management	15,925	3,867	\$62.88	\$130,799
Healthcare Practitioners and Technical	15,578	1,621	\$43.82	\$91,141
Installation, Maintenance, and Repair	12,391	830	\$30.61	\$63,673
Production	10,313	57	\$23.12	\$48,097
Building and Grounds Cleaning and Maintenance	8,897	847	\$19.59	\$40,756
Healthcare Support	7,569	1,042	\$21.65	\$45,033
Computer and Mathematical	7,451	1,638	\$51.29	\$106,673
Personal Care and Service	6,519	1,036	\$17.59	\$36,582
Protective Service	4,569	933	\$34.41	\$71,574
Architecture and Engineering	4,338	165	\$47.20	\$98,166
Community and Social Service	4,132	516	\$31.84	\$66,230
Arts, Design, Entertainment, Sports, and Media	3,995	930	\$26.63	\$55,382
Life, Physical, and Social Science	3,503	637	\$40.14	\$83,488
Legal	1,310	357	\$58.76	\$122,226
Farming, Fishing, and Forestry	954	(373)	\$17.56	\$36,516
Military-only	683	27	\$16.83	\$35,014

Source: Lightcast, 2025

TOP INDUSTRIES BY EMPLOYMENT, ADAMS COUNTY 2025



EMPLOYMENT GROWTH BY SECTOR, ADAMS COUNTY 2020–2025



Source: Lightcast, 2025

ADAMS COUNTY INDUSTRIAL

INVENTORY SF
103M +0.9%
 Prior Period 102M

UNDER CONSTRUCTION SF
2M -14.9%
 Prior Period 2.3M

12 MO NET ABSORPTION SF
1.9M -43.4%
 Prior Period 3.4M

VACANCY RATE
10.4% -1.1%
 Prior Period 11.5%

MARKET ASKING RENT/SF
\$9.80 -1.8%
 Prior Period \$9.98

MARKET SALE PRICE/SF
\$164 -4.1%
 Prior Period \$171

MARKET CAP RATE
7.5% +0.3%
 Prior Period 7.2%

ADAMS COUNTY OFFICE

INVENTORY SF
10.3M +0%
 Prior Period 10.3M

UNDER CONSTRUCTION SF
0
 Prior Period 0

12 MO NET ABSORPTION SF
(39.4K) -129.3%
 Prior Period 134K

VACANCY RATE
5.8% +0.4%
 Prior Period 5.4%

MARKET ASKING RENT/SF
\$26.63 +1.0%
 Prior Period \$26.11

MARKET SALE PRICE/SF
\$149 -7.1%
 Prior Period \$160

MARKET CAP RATE
10.4% +0.6%
 Prior Period 9.8%

ADAMS COUNTY RETAIL

INVENTORY SF
24.1M +0.5%
 Prior Period 23.9M

UNDER CONSTRUCTION SF
45.8K -31.2%
 Prior Period 217K

12 MO NET ABSORPTION SF
229K +5.6%
 Prior Period 461K

VACANCY RATE
3.1% -0.5%
 Prior Period 3.6%

MARKET ASKING RENT/SF
\$24.71 +2.2%
 Prior Period \$24.17

MARKET SALE PRICE/SF
\$278 +0.8%
 Prior Period \$276

MARKET CAP RATE
6.5% +0.1%
 Prior Period 6.4%

CONSTRUCTION COSTS INDEX OF COMPETITIVE MARKETS Q1 2025

City	Materials	Installation	Total
Atlanta, GA	100.8	75	90.7
Chicago, IL	97.2	148.2	117.1
Cleveland, OH	95.8	92.1	94.3
Dallas, TX	97.3	66.3	85.2
Denver, CO	99.9	76.9	91.4
Houston, TX	96.5	66.4	84.7
Indianapolis, IN	97.4	85	92.5
Los Angeles, CA	101	135.6	114.5
Philadelphia, PA	99.2	135.8	113.5
Phoenix, AZ	98.5	74.9	89.3
San Diego, CA	99.4	128	110.6
San Francisco, CA	103	167.1	128
Seattle, WA	100.9	118	107.6
North American Average	100	100	100

Source: RSMMeans City Cost Index 2025 Q1

TAXES

- **2026 Mill Rate: 27.479** average county mill levy (Source: Adams County Assessor)
- **State Income Tax:** Personal **4.4%**, Corporate **4.4%**

SALES TAX RATE BY MUNICIPALITY AND UNINCORPORATED

	State	City	Total Sales Tax
Arvada	2.90%	3.46%	8.21%
Aurora	2.90%	3.75%	8.50%
Bennett	2.90%	4.00%	8.75%
Brighton	2.90%	3.75%	8.50%
Commerce City	2.90%	4.50%	9.25%
Federal Heights	2.90%	4.00%	8.75%
Lochbuie	2.90%	4.00%	8.75%
Northglenn*	2.90%	4.00%/3.00%*	8.75%
Thornton	2.90%	3.75%	8.50%
Unincorporated Adams County: East of Box Elder Creek**	2.90%	N/A	3.75%
Unincorporated Adams County: West of Box Elder Creek	2.90%	N/A	4.75%
Westminster	2.90%	4.25%	9.00%

County Tax: **0.75%**, RTD Tax: **1.0%**, Cultural Facilities Tax: **0.1%**
 *In Northglenn, sales tax is 3% on food for home consumption with 4% on all other sales. **No RTD tax.

2026 ASSESSMENT RATES

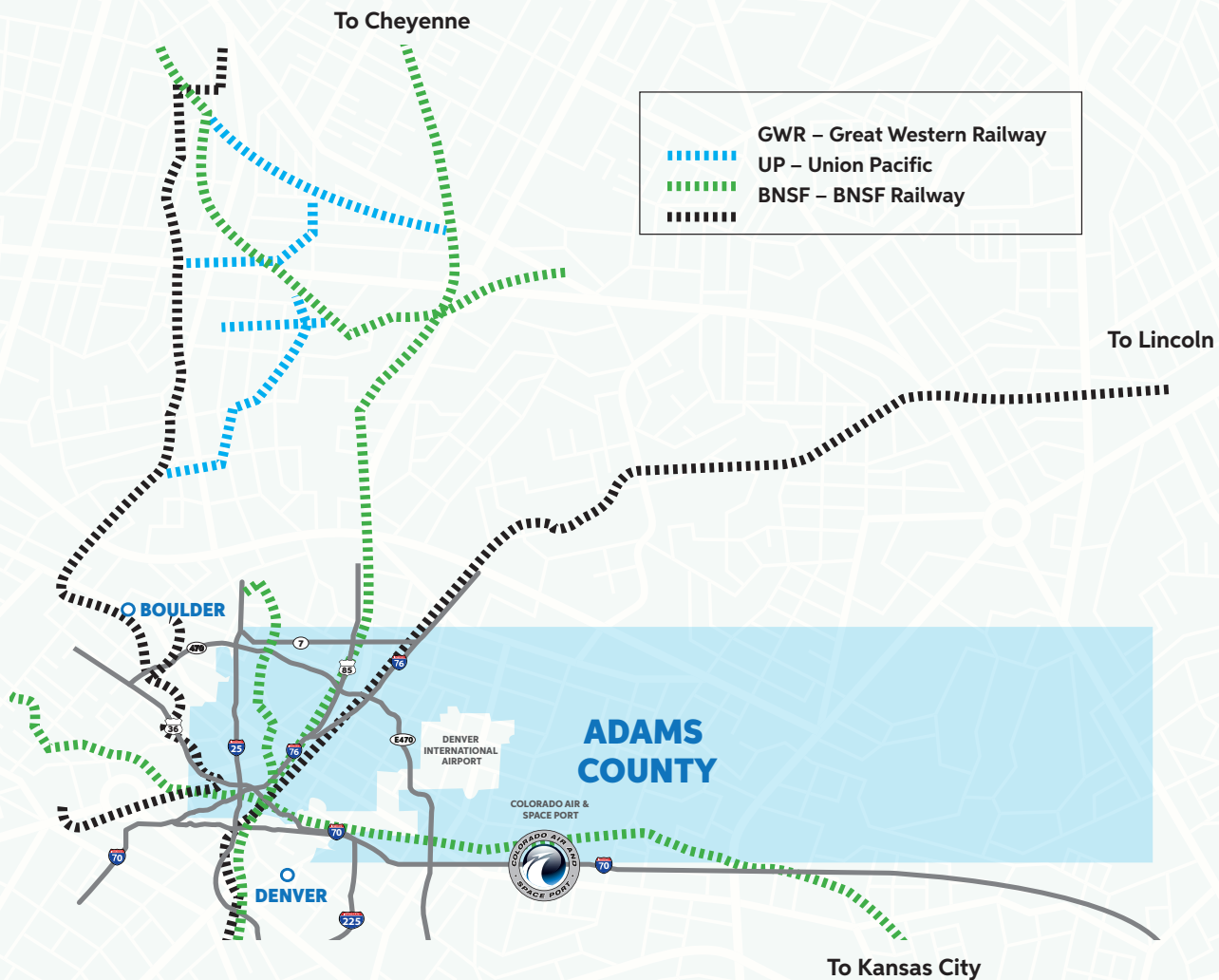
	2026
Classification	Rate (%)
Residential [†]	6.8%
Residential Multi-Family [†]	6.8%
Commercial	25%
Industrial	26%
Agricultural	25%
Vacant Land	26%

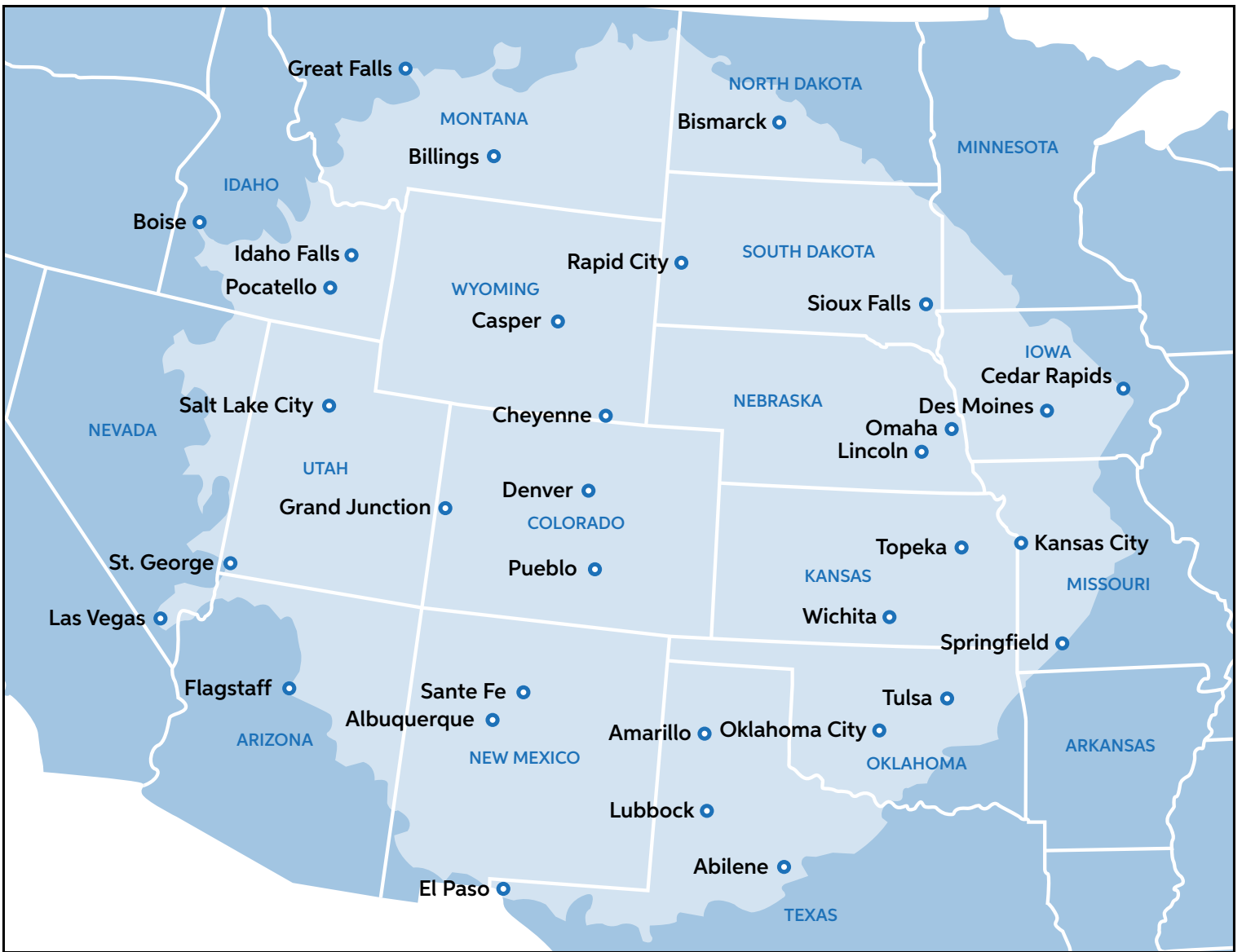
[†]Projected as of Jan. 1, 2025; For additional information: <https://dpt.colorado.gov/understanding-property-taxes-in-colorado>
<https://leg.colorado.gov/bills/hb24b-1001>

Adams County uniquely surrounds **Denver International Airport (DEN)**, one of the nation's busiest aviation hubs. In 2025, DEN set a new annual passenger record with 82.4 million travelers, a slight increase over 2024's total and continued to support robust international traffic growth. Preliminary industry rankings place DEN among the **fourth-busiest airports in the U.S. and within the top 10 globally**. Cargo operations at DEN also remained strong in 2025, with total cargo tonnage exceeding 732 million pounds. The airport provides extensive global connectivity with hundreds of nonstop destinations across domestic and international markets, underpinning Adams County's role in national distribution and logistics networks.

Adams County is also the owner and operator of Colorado Air and Space Port (CASP), **one of only 14 FAA-licensed spaceports** in the United States. CASP supports commercial aerospace testing, research and development, and horizontal space operations. Located on 3,200 acres of land and surrounded by over 7,000 acres of privately owned industrial property, CASP is well-positioned to take advantage of both the exceptional Colorado high-tech workforce and the outstanding connections available through Denver International Airport, located just seven miles away.

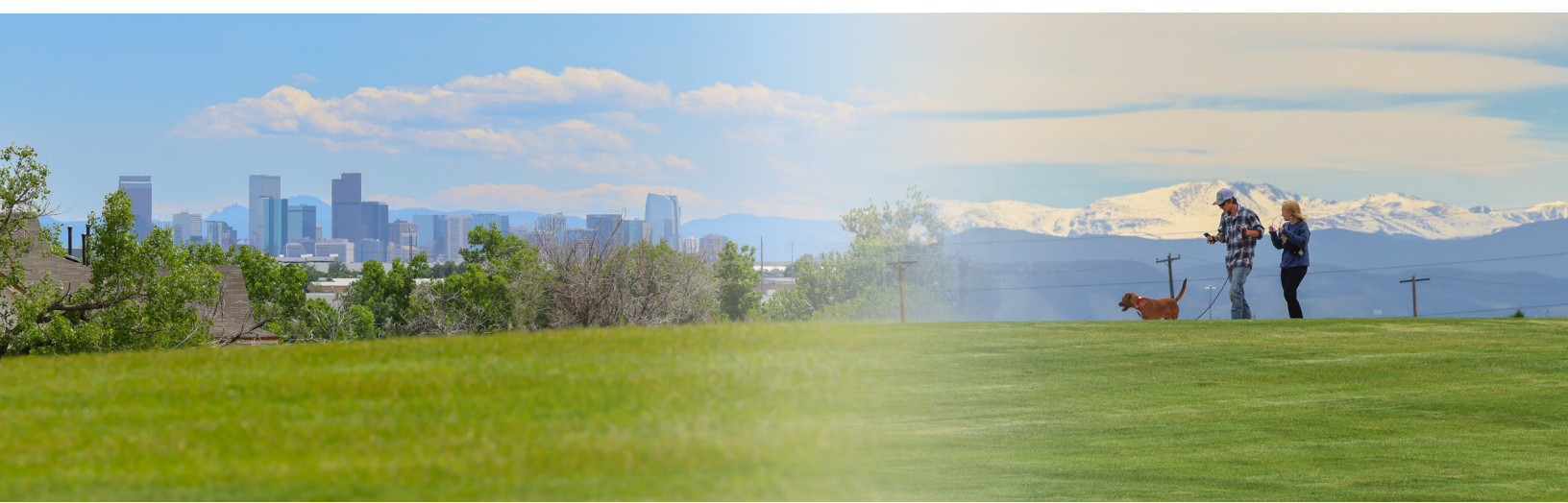
Class I and Class III rail lines for Burlington Northern Santa Fe (BNSF) and Union Pacific (UP) have nearby logistics centers in Hudson and North Denver and provide freight rail service to and from national destinations, and the Regional Transportation District (RTD) provides commuter rail service throughout the western portion of the county. Combined, the local intermodal opportunity of air, rail, and truck transportation infrastructure make Adams County a regional and national destination for trade, transportation, and distribution investments and employment.





This map illustrates the 11-hour drive radius, highlighting the centrality of Adams County, as commercial drivers may drive a maximum of 11 hours, after ten hours off duty. The radius encompasses Salt Lake City to the west, the Dakotas and Montana to the north, Iowa and western Missouri to the east, and northern Texas to the south, making Adams County an exceptional location for a distribution and transportation hub.





LIVING HERE

OUTDOOR SPACE AND PARKS

- o Adams County is home to a robust trail network with over **559 miles** of trails connecting people to experiences in nature and other destinations.
- o There are **786 publicly accessible properties** classified as parks, open space properties, and trailheads (dedicated access points to trails) in the county. This amounts to more than **27,000 acres** of land. The county owns and manages **31** of these properties, including **four community parks, one regional park, 15 open space properties, and 11 trails and trailheads, totaling 2,166 acres. Another 755 parks, open space properties, and trailheads** are owned and managed by a combination of **10** municipalities and special recreation districts in the county.

Source: Adams County POST Master Plan 2022

ELEMENTARY AND SECONDARY EDUCATION

Adams County offers a diverse, high-quality educational environment supported by multiple public school districts, charter schools, and private institutions across its expansive Denver metro area. Schools emphasize innovative programs, competitive student-teacher ratios, and specialized opportunities tailored to diverse student needs amid a growing, multicultural population. Key advantages include advanced STEM instruction, career-technical training, gifted programs, and a strong focus on college and career readiness.

NUMBER OF SCHOOLS IN COUNTY DISTRICTS	190
TEACHERS	4,560
TOTAL ENROLLMENT PK-12	81,493
STUDENT-TO-TEACHER RATIO	18:1

Source: Colorado Department of Education, Adams County School Districts, 2025

HIGHER EDUCATION ACCESS

Adams County offers convenient access to many of the region's top higher education institutions. Major universities, colleges, and professional schools across the Denver and Boulder metro area are easily reached via mass transit and short commutes.

Within Adams County:

- University of Colorado Anschutz Medical Campus
- Front Range Community College
- Pima Medical Institute

NEARBY INSTITUTIONS INCLUDE:

- Colorado School of Mines
- Regis University
- Metropolitan State University of Denver
- University of Colorado Denver
- University of Colorado Boulder
- University of Denver

COST OF LIVING INDEX (SELECTED CITIES) Q1 2025

City	All Items Index*	Grocery	Housing	Utilities	Transportation	Healthcare	Misc. Goods and Services
Austin, TX	95.7	95.2	99.6	99.1	93.1	91.3	93.1
Chicago, IL	116.9	103.4	148.4	90.9	103.9	117.2	106.6
Colorado Springs, CO	98.6	98.4	90	113.6	90.3	99.8	104.1
Dallas, TX	102.6	104.5	108.8	78.4	98.4	98.3	104.3
Denver, CO	110.4	103.4	124.2	88.1	99.3	120.6	109.1
Houston, TX	93.7	97.9	81.3	93.6	93.8	101.2	101
Las Vegas, NV	96.1	104.3	105	96.3	112.6	82.3	82.7
Los Angeles, CA	150.2	109	231.9	107.6	138.8	97.8	121.6
Phoenix, AZ	106.8	103.4	114.4	109.4	104.1	104.9	102.4
Portland, OR	117	106.1	140	96.1	124	122.6	105.3
Salt Lake City, UT	105.8	98.6	120.5	90.9	106.7	91.2	102.4
San Francisco, CA	160.3	114.9	251.4	152.7	140.9	125.1	117.2

*Index measures the relative price levels for consumer goods and services in selected cities compared to the national average of 100 for all participating cities. Source: The Council for Community and Economic Research, C2ER Cost of Living Index.



ADAMS COUNTY

COLORADO

COMMUNITY & ECONOMIC DEVELOPMENT



Adams County's vision is to be the most innovative and inclusive county in America for all families and businesses. Our role as the Economic Development team is to **ensure all our businesses have access to the resources they need**. Check out the services and assistance we can provide you and please don't hesitate to contact us at economicdevelopment@adamscountyco.gov.



SITE SELECTION

We provide data, site inventory information, and coordination with Planning & Development to support businesses locating, relocating, or expanding in unincorporated Adams County.



BUSINESS NAVIGATION

The Economic Development team is here to help you navigate county processes, including land use, permitting, and development. We can also connect you to our network of technical training, workforce, utility, and economic development partners at the municipal, regional, and state level.



INCENTIVES

Adams County evaluates performance-based financial and non-financial incentives on a case-by-case basis for eligible development projects.



ENTERPRISE ZONE

Adams County administers the local zone within the Colorado Enterprise Zone program, which provides state tax credits to businesses in designated areas. These incentives support job creation, capital investment, and business expansion. Contact us at enterprisezone@adamscountyco.gov to see if your business qualifies.



DATA & MARKET RESEARCH

We provide access to demographic, labor force, industry, and market data to support business planning, expansion, and site evaluation.



BUSINESS REGISTRATION

Register your business with Adams County, and you'll be the first to know about new developments and programs, as well as business tips, resources, and events.



Community & Economic Development



Choose **ADAMS**
C O L O R A D O

CITY PARTNERS



chooseadams.org



ADAMS COUNTY
COLORADO