



## CML accepting applications for board vacancies

Letters of application are being accepted to fill positions on the Colorado Municipal League (CML) Executive Board in both the medium and largest municipality categories.

The vacancies were created following the November elections, with one board member not being reelected and the other not seeking reelection.

Officials in municipalities with a population between 8,000 and 60,000 (medium) and more than 250,000 (largest) who wish to be considered for appointment by the CML Executive Board should follow the instructions below. Under CML bylaws, population figures are based upon population estimates from the Colorado Department of Local Affairs (DOLA). These are the same figures that were used in computing 2019 municipal dues for member municipalities.

The CML bylaws state that Executive Board members must be elected or appointed officials of member cities and towns. Any official who desires to be considered for the position must:

- Submit an application for nomination, in a letter or other written form, no later than 5 p.m. on Tuesday, **Jan. 7, 2020**.
- Include an endorsement in writing from the applicant's city council or board of trustees with the application, which also must be received by 5 p.m. on Tuesday, **Jan. 7, 2020**. (Please note that a city council or board of trustees may endorse the nomination of only one official from the city or town for appointment.)
- Hold Friday, **Jan. 24, 2020**, from 10 a.m. to 2 p.m., to attend the CML Executive Board meeting if selected to be recommended to the full board for

appointment. The board meeting will take place at CML at 1144 Sherman St. in Denver, and a call-in option will be available if applicants are unable to attend in person.

Municipal officials meeting the above qualifications will be considered for appointment by the CML Executive Board and be interviewed by the executive officers of the board, who will make a recommendation to the full board for approval on **Jan. 24**.

Application materials should be mailed or delivered to Kevin Bommer, CML executive director, 1144 Sherman St., Denver, CO 80203.

Applications may also be emailed to [kbommer@cml.org](mailto:kbommer@cml.org) or faxed to 303-860-8175. Questions may be directed to Bommer via email or by calling 303-831-6411 or 866-578-0936.

## Family and medical leave analysis taking shape: No guarantee what legislation might look like

*By Loren Furman, Colorado Chamber of Commerce senior vice president, state and federal relations, and Kevin Bommer, CML executive director*

Following the defeat of SB 19-188's proposal to centralize family and medical leave coverage in a new state agency, funded by an enterprise consisting of employer and employee payroll deductions, the bill was changed to a task force to study the proposal. The Family and Medical Leave Insurance Task Force, often divided on critical issues, has been meeting regularly since May and is nearing its final recommendation and analysis.

The Task Force recently submitted two separate models to the contracted actuary

to determine the costs for a family leave program for the Task Force members to consider. The deadline for the actuary to submit those cost scenarios to the Task Force was **Dec. 1**.

On Nov. 12, Task Force members heard from two presenters who shared their experiences with leave programs in other states. One notable presentation focused on experience in other states helping employers navigate existing paid family and medical leave programs and how to integrate those programs with existing employer policies, practices, and other relevant laws. The presentation focused on policy areas the Task Force has been tackling and ways to balance the needs of employers and workers, including:

- Purpose of leave
- Family member definition
- Self-employed worker access to paid family leave benefits
- Employee eligibility standards
- Job protection
- Duration of leave
- Intermittent leave
- Interaction of the state paid leave program with other benefits, including offsetting costs, concurrent use, and private plan exemptions
- Treatment of small employers
- Program funding structure
- Solvency

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## In memory

The League is saddened to report the passing of **Nancy McAninch**, a past member of the Salida City Council and former CML office manager. "Ken Bueche and myself worked with Nancy Mac, as we affectionately called her, and enjoyed our relationship with her. She served as the League's office manager and oversaw much of the logistics involving the CML annual conference. When she moved to Salida full time, she served with distinction on the Salida City Council, and interacted with League staff quite a bit during her tenure. Our thoughts and prayers go out to Nancy's many friends and family members," stated Sam Mamet, retired CML executive director.

## Congratulations

CML congratulates Kathleen Harrison, who is celebrating her work anniversary in December.



**Kathleen Harrison**

CML meetings and events coordinator  
22 years



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## Newsletter

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Subscription to CML Newsletter is offered as a portion of member dues. Cost to nonmembers is \$300 a year.

## "Family and medical leave ..." continued from page 1

After the presentations, the Task Force voted on initial policy recommendations that are not dependent on the actuarial study, which included the following:

Job protection and amount of time an employee should be required to work before taking leave:

- Several Task Force members argued that this parameter should mirror the Federal Family and Medical Leave Act (FMLA), which sets the standard at 1,250 hours.
- Ultimately, the majority of the Task Force voted to set the standard at 120 days.

State-run program versus an employer mandate:

- Several members expressed concerns that an employer mandate would lead to discrimination in hiring.
- Ultimately the Task Force voted 9-3 for a state-administered model.

Funding for a program by employers and employees:

- The Task Force determined in a 7-6 vote that any program should be 100% funded by employees.
- This is a departure from the 2019 legislative session that included a

50/50 cost split between employers and employees.

Stacking of leave that could occur when an employee takes leave under the FMLA and a new state family leave program.

- The Task Force members determined in a 12-1 vote that no stacking would be allowed for leave taken for similar-type benefits, and there would be no required concurrence of non-similar benefits.

The Task Force will soon make final recommendations that will be included in a report to the legislature and governor by **January 2020**. Recommendations that are not unanimous will include minority opinions.

CML and the Colorado Chamber worked closely with several other organizations in support of paid family leave legislation recognizing existing employer-funded leave policies, many better than what SB -188 would have mandated. The issue will be before the legislature again in 2020, but it is unclear what to expect, as there is no requirement that the recommendations of the Task Force be followed.

## Gov. Polis releases Rural Economic Blueprint

On Nov. 23, Gov. Jared Polis released the Rural Economic Blueprint, which outlines ways the administration will continue building a Colorado that works for everyone, especially those outside of the Front Range. The Rural Economic Blueprint will address concerns and challenges in rural communities by leveraging existing assets, building on innovative programs, and increasing efforts to ensure that all Coloradans have the opportunity to thrive.

"I ran on ensuring a Colorado for all where everyone in our state has the opportunity to thrive. I am proud of the work we have done together to lower the cost of health care in rural areas and provide free, full-day kindergarten, and keep our economy on the right track," said Gov. Polis. "We are excited to unveil our Rural Economic Blueprint, which we believe will lead to more prosperity all across our state from, the Eastern Plains to Southern Colorado to the Western Slope. With true collaboration between rural communities and the state, we can truly build a Colorado for all."

The administration is focused on expanding rural access to broadband services, tackling high health care costs, repairing rural roads and bridges, investing in rural economic development, and supporting farming and ranching communities.

More than 155 meetings and listening sessions have been held to engage Coloradans by several state agencies, including the Department of Local Affairs (DOLA), Office of Economic Development and International Trade (OEDIT), Department of Labor and Employment (CDLE), Department of Agriculture, and Department of Transportation.

"Our rural communities are part of our economic lifeblood. This Rural Economic Blueprint builds upon Colorado's current successful rural economic development programs and encourages innovative practices that work," said Betsy Markey, OEDIT's executive director. "OEDIT's team is here to support and is a resource for our rural communities."

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## "Gov. Polis releases ..." continued from page 2

"DOLA's team works every day to ensure our rural communities have the tools they need to thrive. This Rural Economic Blueprint is an important piece of our collaborative efforts to ensure workers are connected to the future economy, rural communities have access to quality housing, affordable health care, and are able to expand broadband infrastructure," said Rick Garcia, DOLA executive director.

"I am proud to welcome Gov. Polis back to Montrose. It is fitting that the governor would

make this important announcement in our community where we are innovating, investing in our future, ensuring our outdoor economy continues to thrive, and our rural quality of life is protected," said Barbara Bynum, Montrose mayor pro tem.

The governor was joined by Markey; Garcia; Joe Barela, CDLE executive director; Dave Bowman, Montrose mayor; Bynum; David Dragoo, owner of Mayfly Outdoors; State Rep. Marc Catlin (R-Montrose); State Sen. Don Coram

(R-Montrose); Montrose city councilmembers Douglas W. Glaspell, Roy E. Anderson, and Judy Ann Files; Montrose County Commissioners Sue Hansen and Keith Caddy; and San Miguel County Commissioner Hilary Cooper.

The Rural Economic Blueprint can be found at [bit.ly/37HGPmK](http://bit.ly/37HGPmK).

Watch the press conference at [bit.ly/33qJ9eu](http://bit.ly/33qJ9eu).

## Developing talent pipelines for Colorado's public sector

*Sammy Smith, Denver Metro Chamber of Commerce CareerWise partnership manager*

Finding talent is difficult, even for corporations with large budgets, state-of-the-art offices, and world-class benefits. Throw in restricted funding and a perception of drab government work, and recruiting a young, vibrant workforce to the public sector can seem impossible.

Axios recently noted this very problem in its newsletter as the "1 big thing" you needed to know: hiring is down as the job market remains competitive, and retirements are up as baby boomers reach the end of their careers.

But the City of Denver, the City of Aurora, and the State of Colorado have all found a solution to their challenges in youth apprenticeship. Through a partnership with CareerWise Colorado, these government agencies are accessing an innovative workforce system. During the three-year program, high school students are working for departments in positions such as IT, financial services, and business administration. The departments benefit from the productive work in these early-career job functions, and the apprentices benefit from the multiple paths to college and career opportunities presented to them.

For these departments, apprenticeship has proven to be a cost-effective talent acquisition strategy. Unlike internships, which are typically short term and, as a result, tend to deliver low-value work, apprenticeship is designed to create a framework for students to contribute to productive, meaningful work throughout the course of their training. And at the end of the program, the apprentices are ready to step into full-time roles, creating a workforce that is primed for high performance in the jobs departments need filled the most.

Beyond the return on the training investment in the form of production, youth apprenticeship is a workforce strategy that helps employers reflect the communities they are serving with an influx of age and cultural diversity, as well as thought diversity from Gen Z digital natives. Apprenticeship also creates leadership and management opportunities for existing staff — creating a culture of mentorship that is so important for morale and retention.

Youth apprenticeship is a self-sustaining model that benefits each player involved: employers gain new workers, students get opportunities, and local governments cultivate the exceptional talent in their own backyards.

By giving students the opportunity to gain meaningful work experience and its associated professional soft skills, Colorado communities are taking steps to growing the middle class by launching young adults into high-growth, high-wage fields before they acquire student debt. By the conclusion of the program, apprentices will also have earned a professional certification and have the opportunity to earn up to a semester's worth of debt-free college credit.

CareerWise works with government, nonprofit, and for-profit corporations to develop their apprenticeship programs by playing the role of intermediary between industry and education by recruiting students, establishing training plans, and liaising between employers and schools to ensure schedules and academic/employment logistics are seamless.

CareerWise is currently active in the Denver metro area, Eagle County, Grand Junction, and parts of Northern Colorado but is expanding across Colorado in the years to come. If you are interested in how youth apprenticeship can benefit your departments and your young citizens, contact Erin Silver at [erin.silver@careerwisecolorado.org](mailto:erin.silver@careerwisecolorado.org) or visit [careerwisecolorado.org](http://careerwisecolorado.org).

## National League of Cities announces Leading Together agenda for 2020 presidential election

During this year's City Summit in November, the National League of Cities (NLC) announced its Leading Together agenda for the 2020 presidential election. As the level of government closest to the people, city and town leaders are in a unique position to understand Americans' top priorities and concerns. Based

on that understanding, NLC has established an agenda founded on shared values and a shared commitment.

### Shared values:

- **Respect** — America's local leaders ask that the president respect the authority of local

government to act in the best interests of our communities.

- **Partnership** — Local leaders are committed to working together across parties and ideologies to solve problems.

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## "National League of Cities announces Leading Together ..." continued from page 3

- **Inclusion** — As our communities grow more diverse every year, America's local leaders want to partner with the president to build a nation and an economy that works for everyone.
- **Accountability** — We ask that the president join us in delivering on the promises we have made to our constituents, and working diligently for positive results for America's communities.

### Shared commitment:

- **Building sustainable infrastructure** — Much of our nation's infrastructure needs repair, improvement, and modernization to meet the demands of the 21st century. By investing strategically, we can ensure that America's infrastructure will support a

stronger economy and withstand extreme weather events.

- **Creating a skilled workforce** — Investing in the American workforce is critical to protecting and expanding our nation's economic success and ensuring that all people have opportunities to thrive.
- **Ending housing instability and homelessness** — Housing costs continue to climb in diverse communities across the country, leaving millions of individuals and families without enough money for food, transportation, and other basic needs. The growing imbalance of housing supply and demand is putting affordable housing and homeownership out of reach for too many while undermining economic success at all levels.

- **Reducing gun violence** — It is time for the nation's elected leaders to work together at all levels to address this crisis by advancing commonsense solutions to protect our communities and our children while ensuring that law-abiding residents maintain their Second Amendment rights.

By Leading Together, elected leaders at all levels of government can advance positive solutions and build a strong, safe, and fair America. During the 2020 election cycle, the NLC is pleased to serve as a resource for those vying to be the next leader of our nation and for those who want to better communicate about the needs of America's communities and their residents.

To learn more, visit [nlc.org/citiesagenda](http://nlc.org/citiesagenda).

## Flowline rule announcement

On Nov. 21, the Colorado Oil and Gas Conservation Commission (COGCC) completed the first of four major rulemakings, adopting new flowline regulations. New regulations adopted include:

- A mapping of all flowlines in Colorado. This mapping will be made accessible to constituents via operators or 811 Colorado. The location of flowlines will be made available online at a scale of 1:6,000. For

those interested in more detailed mapping, visit the COGCC's office in person.

- Ensuring that flowlines are abandoned in the least impactful way to public health, safety, welfare, the environment, and wildlife resources. Any changes made to flowlines will now require on-site, independent inspections.

The rules go into effect on **Jan. 14, 2020**.

The Air Quality Control Commission will meet **Dec. 17–19** to adopt new air quality regulations directed by SB 19-181.

The COGCC will meet again **Feb. 26–27** to adopt new regulations about the Mission Change of the commission.

For more information, subscribe to CML's Oil and Gas newsletter or email Brandy DeLange, CML legislative and policy advocate, at [bdelange@cml.org](mailto:bdelange@cml.org).

## What is happening at the COGCC?

On Nov. 1, the Colorado Oil and Gas Conservation Commission (COGCC) released a white paper outlining the upcoming Mission Change rulemaking. While this white paper is not intended to be an exhaustive list of all rulemaking changes, it is meant to cover the larger concepts identified by COGCC staff. Topics covered within the white paper included:

- 100 Series: Definitions. This series includes changes to the definition of waste as revised in SB 19-181.
- 200 Series: General Rules. This series includes the duties of the director, record keeping, and comprehensive drill plans.
- 300 Series: Drilling, Development, Production, and Abandonment. This series includes permitting, drilling, and operation of locations and wells (both oil and gas) as well as the process in which

COGCC staff reviews and approves applications.

- 400 Series: Unit Operations, Recovery, and Storage.
- 500 Series: Rules of Practice and Procedure. This series includes the process and procedures for all proceedings before the Commission, including local public forums, standing and responsible parties.
- 600 Series: Safety Regulations. This series includes general safety requirements for operators, equipment, setback and mitigation measures, groundwater sampling and monitoring, emission reduction, and flaring.
- 700 Series: Financial Assurance and Environmental Response. As directed by SB 181, financial backing of operators

must be addressed for both inactive wells and wells transferred to new owners.

- 800 Series: Aesthetic and Noise Control: This series includes noise abatement, odors and fugitive dust. It should be expected that rules identified in this series will influence rulemaking occurring in cumulative impacts and alternative location analysis.
- 900 Series: Exploration and Production Waste Management.
- 1000 Series: Reclamation. Along with remedying conflicts currently in process regarding surface owner waivers, this series also includes consideration for stormwater management.
- 1200 Series: Protection of Wildlife Resources.

A copy of the white paper can be found at [bit.ly/2OGq0ji](http://bit.ly/2OGq0ji).

## Research corner: NLC releases *City Fiscal Conditions*

By Melissa Mata, CML municipal research analyst

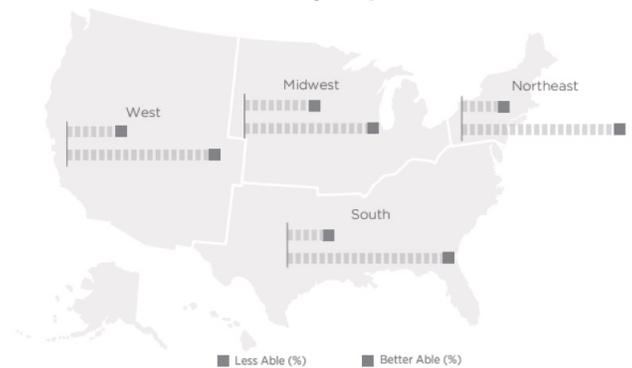
The National League of Cities (NLC) released the 2019 issue of its annual report *City Fiscal Conditions*, which analyzed fiscal data from more than 500 municipalities around the nation. The report reveals the vastly different experiences occurring in different regions and among cities and towns of different sizes. Many finance officers reported confidence in their municipal budgets to meet service demands, even as they anticipate a decline in revenue and a possible recession in the next two years.

To view the full report, visit [bit.ly/2LjPjNx](http://bit.ly/2LjPjNx).

### Key findings from this year's report include:

- General fund revenues slowed to their lowest annual growth rate since 2013. The Midwest, hit especially hard, saw its revenues decline by 4.4%.  
Nationwide:
  - Property tax revenues grew by 1.8% in 2018, down from 2.6% in 2017.
  - Sales tax revenues grew by 1.9%, up slightly from 1.8% in 2017.
  - For the first time in seven years, municipal officials anticipate a decline in revenue ahead.
  - Spending growth has outpaced revenue growth in recent years, and infrastructure needs, public safety spending, and pension costs are continuing to place significant demands on municipal budgets.
  - Two-thirds of big cities predict a recession will hit in 2020 or 2021.
  - Three out of four local finance officers remain confident about the ability of their municipalities' budgets to meet the financial needs of their communities.

### Communities' ability to meet financial needs by region



Source: National League of Cities *City Fiscal Conditions*.

## Applications now open for the 2020 Water Leaders Program

Recognized as the premier professional development course for the water community in Colorado, Water Education Colorado's (WEco) Water Leaders Program aims to positively impact the Colorado water profession by creating a pipeline of dedicated, effective water leaders across diverse fields who exemplify the four quadrants of emotional intelligence: self-awareness, self-management, social awareness, and social management.

Each year, WEco takes water leaders to interact in different parts of the state through four, two-day program sessions. The 2020 class will be visiting Greeley, Redstone, Salida, and Denver. Classes begin in April and end in August.

Applications are now open, along with a detailed schedule and additional information. WEco is accepting applications for the 2020 program until **Jan. 10**.

To learn more and apply, visit [bit.ly/2DhpPWh](http://bit.ly/2DhpPWh).

Interested but want to know more? WEco will be hosting an informational webinar on **Dec. 17**, noon – 1:15 p.m. This webinar will be hosted by the two program facilitators, Stephanie Scott (WEco) and Cheryl Benedict (MORF Consulting). It will cover an overview of the Water Leaders Program: tuition/scholarships; what to expect for the 2020 class; such as dates, locations, and themes of each session; and more. To register for the webinar, visit [bit.ly/2QQ50cM](http://bit.ly/2QQ50cM).

## Jan. 1 deadline to report building codes

Legislation passed in 2019 requires every municipality that has enacted a building code to report the current version of its building and energy codes to the Colorado Energy Office (CEO) by **Jan. 1, 2020**. Municipal officials or staff can report this information to CEO via a survey at [bit.ly/200W3ez](http://bit.ly/200W3ez) or email Kim Burke at [kim.burke@state.co.us](mailto:kim.burke@state.co.us), who

manages CEO's codes training and technical assistance program.

CEO offers no-cost technical assistance to local governments to help them effectively navigate the code adoption process by reviewing a municipality's existing codes, summarizing major changes in new codes,

recommending customized amendments, and acting as experts to answer questions in public meetings. CEO also offers free commercial and residential building energy code trainings. Visit the CEO website at [bit.ly/348hNLu](http://bit.ly/348hNLu) for more information or to request training assistance.



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# Newsletter

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