



COLORADO
MUNICIPAL
LEAGUE

Newsletter

Vol. 46, No. 3, January 31, 2020

CML welcomes new Executive Board members



Colorado Springs City Attorney Wynetta Massey

The Colorado Municipal League is excited to welcome Colorado Springs City Attorney Wynetta Massey and Woodland Park City Manager Darrin Tangeman to the CML Executive Board. Massey (pictured on the left) is representing the largest population category and Tangeman (pictured on the right) is representing the medium population category. Both terms will expire in June 2020.

Massey has been a member of the Colorado Springs City Attorney's Office since 1990, and was appointed as the city's city attorney and chief legal officer in 2014.

Tangeman has served as Woodland Park city manager since September 2018.



Woodland Park City Manager Darrin Tangeman

Certificate of Achievement for Excellence in Financial Reporting awarded to many Colorado municipalities

Across Colorado, 51 municipalities were selected for the Certificate of Achievement for Excellence in Financial Reporting by the Government Finance Officers Association of the United States and Canada (GFOA) in its 2018 Comprehensive Annual Financial Report (CAFR). Below are the municipalities:

- Arvada
- Aspen
- Aurora
- Avon
- Black Hawk
- Boulder
- Breckenridge
- Brighton
- Broomfield, City and County
- Cañon City
- Castle Rock
- Centennial
- Colorado Springs
- Commerce City
- Denver, City and County
- Durango
- Englewood
- Erie
- Estes Park
- Federal Heights
- Firestone
- Fort Collins
- Fort Lupton
- Fountain
- Frederick
- Frisco
- Glenwood Springs
- Golden
- Grand Junction
- Greeley
- Greenwood Village
- Lafayette
- Lakewood
- Littleton
- Lone Tree
- Longmont
- Louisville
- Loveland
- Mountain Village
- Northglenn
- Parker
- Pueblo
- Silverthorne
- Steamboat Springs
- Sterling
- Superior
- Thornton
- Westminster
- Windsor
- Winter Park
- Woodland Park

Empowered cities and towns, united for a strong Colorado

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Classified corner

For Sale

The Meeker Police Department is offering a **2007 Ford Expedition** to another small agency. For more information and pictures, email Kathy@town.meeker.co.us or call 970-878-5555.

Save the date!

Plan to attend the CML Annual Legislative Workshop on **Feb. 13, 2020**. Municipal officials from across the state will gather to discuss key municipal issues before the 2020 General Assembly, CML's legislative program, and what municipal officials can do to influence the legislative process.

Early-bird registration and discounted pricing closes **Jan. 31, 2020**. Limited discounted lodging of \$162 is available at the Warwick Denver. Call the Warwick and ask to speak to Laverne Rodgers; at 303-861-2000; mention Colorado Municipal League.

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The *CML Newsletter* is available by email three days before it arrives in the mail! Sign up at bit.ly/CMLNewsletter.

CML scrapbook: CML Executive Board meeting



Heather Stauffer, legislative and policy advocate (back left); Melissa Mata, municipal research analyst; Laurel Witt, associate counsel (back right); Brandy Delange, legislative and policy advocate (standing); Dianne Backhus, executive assistant; Kathi Meyer, board member; and Kevin Bommer, executive director for CML at the board meeting.



Brandy Delange, legislative and policy advocate, presenting during the board meeting.



Brandy Delange, legislative and policy advocate, presenting during the board meeting.

Receive CML publications by email

Did you know that CML has several publications available through email subscription?

- *CML Update* – periodic emails on important topics requiring urgent action.
- *CML Newsletter* – a biweekly publication containing information about CML and its members.
- *Statehouse Report* – a weekly (during the legislative session) e-newsletter and video containing a recap of what is happening at the capitol.
- *Oil and Gas Newsletter* – A monthly e-newsletter containing updates for municipalities about what is happening in Colorado's oil and gas industry.
- *National Civic League Newsletter* – A quarterly publication containing civic information from municipalities throughout the country.

Each of these publications contain valuable information for Colorado municipalities and, other than the newsletter, are available by email only. Sign up today to take advantage of this member benefit! Sign up at bit.ly/CMLNewsletter.

DOLA receives \$1.4M in Veterans Affairs Supportive Housing vouchers, grants \$4.5M for affordable housing in Colorado

The U.S. Department of Housing and Urban Development awarded \$1.4 million in Veterans Affairs Supportive Housing (VASH) funding to the Colorado Department of Local Affairs' (DOLA) Division of Housing (DOH) in December 2019 to house homeless veterans.

In January, DOH awarded \$4.25 million to address Colorado's affordable housing needs at the State Housing Board meeting – \$1.75 million for new rental developments and \$2.5 million for homeownership revolving loan assistance programs.

DOH awarded a \$772,000 grant for Maxfield Heights, a 50-unit senior housing development in Rifle, Colorado. Rentals are for people 55 or older making 30%–60% of the Area Median Income (AMI), with 13 units reserved for people with disabilities. The building is within a mile of the Garfield County Public Library, Rifle Senior Center, a grocery store, and other retail.

In addition, DOH awarded Douglas County Housing Partnership funding to support 23

Down Payment Assistance (DPA) loans, and Chaffee County funding for their DPA program to assist six households below 80% of the AMI in becoming first-time homebuyers.

DOH awarded a \$975K loan to The Overland Property Group for a 114-unit, six-building property called The Reserves at Green Valley Ranch for renters making 30%–80% of the AMI. The project will include a community garden and fitness center and resides near trails and public transportation.

As part of the expansion of the DOH DPA program that serves households making up to 100% of AMI in rural areas, DOH awarded funds to Summit County for 15 households. Additional awards were made to the San Luis Valley Housing Coalition (SLVHC) for six families across Alamosa, Costilla, Conejos, Mineral, Rio Grande, and Saguache counties; and La Plata County for 22 families across Archuleta, Dolores, La Plata, and Montezuma counties.

Two new agencies received funds to serve new homebuyers. Gunnison Valley Regional Housing Authority (GVRHA) was awarded funds to serve 10 families, and the Northern Colorado Down Payment Assistance (NoCo DPA) Fund was awarded \$1.4 million for a DPA loan program to serve 50 families across Larimer and Weld Counties.

"We are honored to continue our work helping homeless veterans in Colorado with the additional federal funding received from HUD," stated DOLA Executive Director Rick Garcia. "In addition to the state funding being awarded to address affordable housing needs across Colorado, we will continue our efforts to provide sustainable, affordable and safe housing for all Coloradans."

The State Housing Board and DOLA's DOH continue to support the creation of affordable housing that is accessible, safe and secure for all Coloradoans. For complete information on Housing Board grant approvals, visit bit.ly/2NUng2o.

Course notebook

Great Outdoors Colorado 2020 strategic plan listening tour

Great Outdoors Colorado (GOCO) is in the process of building a new strategic plan for the next five or more years, carrying the organization from **July 2020** forward. Created by voters in 1992, GOCO has committed more than \$1.2 billion in Colorado Lottery proceeds to more than 5,200 conservation and recreation projects in all 64 counties. GOCO's independent board awards competitive grants to local governments and land trusts and makes investments through Colorado Parks and Wildlife.

Staff and board members are traveling to 13 communities across Colorado to solicit input on a draft strategic direction, and you are invited to weigh in. The team will share thoughts related to equitable access to the outdoors, resource conservation, stewardship, youth connections to the outdoors, and more.

To view the full schedule of open house events on the GOCO blog, and to RSVP for your local event, visit bit.ly/2GiGvhM. You will also find info about an interactive webinar on **March 3**, from 2 p.m. to 3 p.m. For more information, email info@goco.org.

Colorado SIPA user conference

SIPA encourages you to keep a look out for our next big event: the SIPA user conference 2020. This is our 10th annual user conference and micro-grant ceremony.

Strategies for elections and ballot measures webinar

Join this lunch-and-learn webinar on **Feb. 18**, to glean some tips and considerations to remember while working on a ballot measure or building a coalition for campaigning. To register for the webinar, visit bit.ly/2RjhU2H.

In The Game annual conference early-bird registration and hotel block

Early-bird registration for Downtown Colorado, Inc.'s **April 14–17**, In The Game conference is now open until **Jan. 31**. Join us in harnessing national, state, and local resources to expand the way downtown champions think and provide real problem-solving opportunities. To register for the conference, visit bit.ly/300Ahzv. To reserve your hotel room, visit bit.ly/38yl48p.

How to create a child-friendly city map

In 2019, Growing Up Boulder (GUB), Boulder's child- and youth-friendly city initiative based out of the University of Colorado's Community Engagement, Design and Research (CEDaR) Center, created the United States' first printed, child-friendly city map. GUB also created a digital version of the child-friendly city map, and under GUB's supervision, a team of graduate students created a digital teen-friendly city map. These free, bilingual (the printed version) maps have reached more than 15,000 families, and they were co-created with local children and families. Learn how your community can create one of these maps as a tool for social justice, active living, empowerment, and joy on **Feb. 4**, from 9 a.m. to 10:30 a.m. To view the map, visit bit.ly/2TPi7MN. To register for the webinar, visit bit.ly/38CqFuo.

The fee is \$50, and it supports GUB's efforts to share what we have learned with others. If the fee is a barrier for anyone, scholarships are available. For more information, email mara.mintzer@colorado.edu.

Attention clerks holding spring elections

If your municipality is conducting a spring election, please complete CML's election survey at bit.ly/3azlihn by **March 6**. Clerks are asked to submit both the survey and a copy of your ballot to CML.

Also, please make a note to send us the unofficial results as soon as they are available on election night.

For more than 25 years, CML has collected critical ballot and related financial data through this survey. It is important that CML has a copy of your ballot to provide accurate

information for its election tables and for media inquiries.

If you need a copy of the survey or have questions, contact CML Municipal Research Analyst Melissa Mata at mmata@cml.org, 303-831-6411, or toll-free at 866-578-0936.

How the right education benefits help governments develop their workforce

By Herb Miller, Working Scholars Program

As of November 2019, the unemployment rate for Colorado was down to 2.6%. This has made it increasingly difficult to fill open positions, making it more important than ever to be able to recruit employees who will stay and who could eventually be promoted. This is particularly true for local governments that are competing with private companies for candidates.

How do governments make themselves look attractive to candidates so they have just as good a chance of recruiting and retaining top talent as any other company? The answer to this is a benefit that many employers may already be offering, but just not in the right way — education benefits.

The impact of education benefits

One of the best ways a local government can attract candidates and show their workforce that they matter is by investing in their futures and specifically in their education. Think about the message doing so sends to employees. It says that an employer knows the employee has the potential and could learn the skills to advance their career.

According to a 2015 Glassdoor article, 18% of surveyed employees said they valued tuition reimbursement benefits more than getting an increase in pay while 19% valued employee development programs more.

While these benefits can engage and motivate employees, they can also lead to raises and promotions, which can in turn help with retention and even recruitment. Employees will stay longer if they can see they truly do have a future that includes new challenges and positions. And candidates will be attracted to a government that is investing in its employees and where they can see a lot of possibilities.

Creating the right education benefit

While many organizations think that a traditional tuition reimbursement/assistance program is all that's needed to meet the needs of their employees, it unfortunately isn't enough. According to Lumina Foundation, "on average, only 2–5% of eligible employees use tuition assistance programs." This is, in part, because traditional programs just do not work for employees.

One of the biggest flaws of these programs is that cost still remains a barrier since employees are required to use their own money up front. For some employees, the cost is just too much to pay, even if they will get reimbursed later on.

Another potential issue is that the traditional education programs that may qualify for reimbursement do not offer the flexibility that government workers need. The bottom line is it's too hard for employees to fit going to campus-based classes into a schedule that is already busy with work and family. According to LinkedIn Learning, 58% of employees prefer self-paced learning.

Measuring the return on investment of these traditional programs can also be challenging for leadership teams. When employers are investing in a benefit, it is important to be able to measure the success of the program and that the program is improving their employees' skills.

Check out the February edition of *Colorado Municipalities* for more information on employment, gleaned from the 2019 State of our Cities and Towns survey.

Brod retires from Colorado Water Resources and Power Development Authority

Colorado Water Resources and Power Development Authority (Authority) Executive Director Mike Brod has announced he will be retiring in the early part of 2020. Brod will have completed 26 years at the Authority, the past 10 as executive director. He is recognized as one of Colorado's leading water financing experts and has brokered over \$2 billion in water and wastewater projects and loans over his tenure. Brod has been

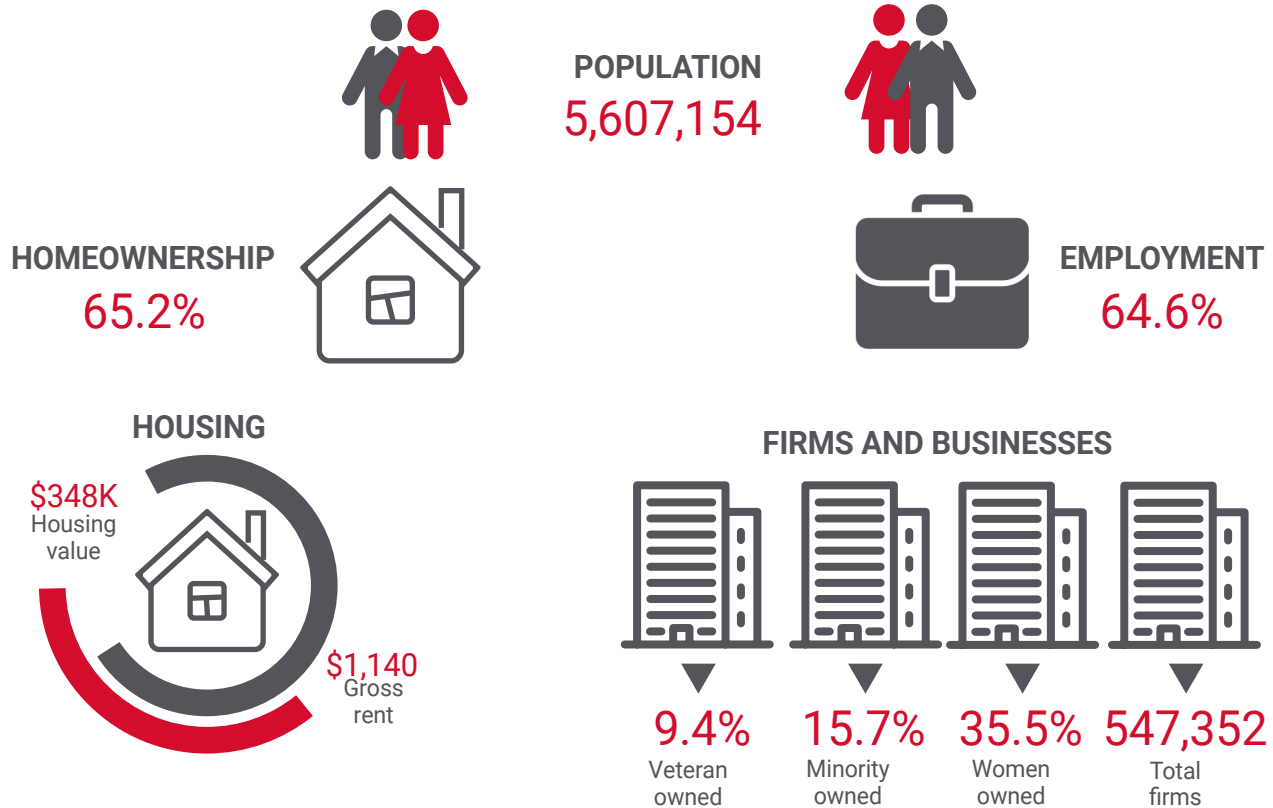
intimately involved in developing effective water policy for the state of Colorado, including the state's water plan.

At the June 7, 2019, meeting, the board named Authority Finance Director Keith McLaughlin as Brod's successor. CML Executive Director Kevin Bommer said, "The League has had a strong partnership with the Authority for many years, and Brod leaves big shoes to fill. Keith McLaughlin is the right

man for the job, and all of us at CML wish him the best."

Brod's last day at the Authority will be **Jan. 31**, and he will focus on raising his daughter, volunteering at Saint Jude Catholic Church, charity work with the Knights of Columbus, planning his next move to the warm waters and beautiful beaches of Corpus Christi, Texas, and increasing his aquatic life research (fishing).

Research corner: All about Colorado



Source: United States Census Bureau 2017 American Community Survey 1-Year Estimates

Member news

New Associate Members

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www.centurylink.com

As a technology leader, CenturyLink is working with communities throughout Colorado to bring fiber gigabit internet service directly to tens of thousands of homes and businesses.

CenturyLink fiber powers homes, businesses, education, health care, and helps create a seamless digital experience, providing the capacity customers need now, and into the future.

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For 37 years, GMS Inc., Consulting Engineers has been providing engineering, planning, surveying, and construction administration to its clients throughout Colorado. GMS Inc. focuses solely on water, wastewater, storm water, drainage, and roadway infrastructure for towns, cities, counties, special districts, and nonprofit associations. In most cases, we are the "engineer-of-record" for the entities that we represent. GMS Inc.'s office is located in Colorado Springs at the foot of Pikes Peak.



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- Member news

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