



## Sam Mamet Good Governance Award

In 2019, CML announced the creation of the Sam Mamet Good Governance Award in honor of retired CML Executive Director Sam Mamet.

"Sam was a tireless advocate for municipalities in his 40 years with CML, the last 14 as executive director," said Liz Hensley, CML Executive Board president and Alamosa councilmember. "He was dedicated to ensuring that the government closest to the people, and its elected officials and staff, demonstrated principles of good governance."

The 98<sup>th</sup> CML Annual Conference in Westminster, the award will be awarded annually to one to three individuals who exemplify and seek to expand the application of principles of good governance, which may include:

- Efficiency and effectiveness of government
- Responsiveness to need
- Openness and transparency

- Respect for the rule of law
- Accountability to self and others
- Inclusivity
- Ethical behavior and conduct
- Innovation
- Representation of all constituencies
- Fiscal accountability

The award will be presented at the Thursday Luncheon at the CML Annual Conference each June. Recipients will be given a complimentary registration to the following year's annual conference and invited to assist in presentation of the award to their successor or successors. A plaque containing the names of all recipients and the year of the award will be maintained at CML.

Any municipal elected official, staff member, or other individual in public service who exemplifies principles of good governance is eligible to receive the award. Eligible individuals may be presented for consideration through the completion and

submission of a nomination via CML's website. CML Executive Board members and the CML executive director, with approval from the CML Board president, may also add nominees for consideration.

Final selection of the recipient will be made by the CML Executive Board at its regular April meeting prior to the 98<sup>th</sup> CML Annual Conference, and recipients will be notified and provided with a per diem reimbursement for expenses and one night of lodging the night before the award is given, if not already registered to attend the conference.

The online nomination form is available at [bit.ly/MametAward](http://bit.ly/MametAward), and the deadline for submissions is **March 31**. If someone in your community is deserving of consideration, please make sure to submit a nomination. For questions, please contact CML Engagement and Communications Manager Sarah Werner at [swerner@cml.org](mailto:swerner@cml.org).

## Colorado press groups bring on attorney to assist with CORA requests

By David W. Broadwell, CML general counsel

Jeff Roberts of the Colorado Freedom of Information Coalition (FOIC) recently announced there will soon be some "extra legal firepower" to fight on behalf of media organizations for access to public records in Colorado.

The FOIC joined together with the Colorado Press Association, the Colorado Broadcasters Association, and the Colorado Media Project to seek grant funds that will be used to hire an attorney who will help the media to enforce and defend legal actions arising under state open records and meetings laws. The attorney will be an employee of a national organization known as the Reporters Committee for Freedom of the Press but will be based here in Colorado.

According to the announcement, the attorney is expected to be hired by the summer of

2020, and the grant will fund the position for the next two years.

Traditionally, most of the major court battles arising under the Colorado open records and open meetings laws — including the battles that resulted in landmark U.S. Supreme Court decisions — were fought by media plaintiffs, particularly newspapers. Traditionally, *The Denver Post* was perhaps most active. But smaller newspapers from throughout Colorado have also been instrumental through the years in litigating cases that resulted in important district and appellate court decisions interpreting state sunshine laws. Even today, the *Boulder Daily Camera* is suing the University of Colorado (CU) Board of Regents for the board's refusal to reveal more than one "finalist" for the job of CU president.

The FOIC noted in its recent announcement, "Because of reduced resources, local news

outlets in Colorado and throughout the country are waging far fewer legal battles than in the past." The demise of traditional newspapers, and the economic clout they could bring to the legal battlefield in their heyday, undoubtedly is contributing to this trend.

Many of the hot-button issues that may be the target of future litigation, according to the FOIC, should be familiar to all local records custodians and other municipal officials:

- The high cost of research and retrieval fees
- Access to body camera footage
- Email and other electronic records retention
- Access to text messages generated by public officers and employees

Continued on page 2.

## In memory

**Rebecca P. Clark**, Springfield town manager, has passed. She will always be remembered for her dedication to good government and service to the Board of Trustees. She will be sorely missed.

## Conference scholarships

The scholarship application process is now open for the 98th CML Annual Conference, June 23–26, in Westminster.

Applicants must be an elected official, or a member of key management, or a department head (e.g., manager, finance director, clerk) of a CML member municipality. Ten selected individuals (one application per municipality) will receive complimentary registration; lodging (arranged by CML at a contracted hotel); tickets to the Wednesday, Thursday, and Friday breakfast or luncheon; and a mileage stipend. Application and paperwork are due to CML by Wednesday, **Feb. 19**. Incomplete applications will not be considered.

Questions? Contact CML Training and Marketing Specialist Courtney Forehand at 303-831-6411, toll-free at 866-578-0936, or at [cforehand@cml.org](mailto:cforehand@cml.org).

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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.

The CML Newsletter is available by email three days before it arrives in the mail! Sign up at [bit.ly/CMLNewsletter](http://bit.ly/CMLNewsletter).

## Retirement announcement



It is with mixed emotions that CML announces the retirement of **Kathleen Harrison**, CML's meeting and event coordinator, effective **March 31**. Harrison has worked for CML for 22 years with great dedication to our members and has made many significant

accomplishments during her time here. Harrison has taken the CML Annual Conference to great new heights with her vision, organization, negotiation skills, and detailed event planning. During her tenure, our conference has grown significantly, and each year, the conference is the best ever, thanks to Harrison.

We will miss Harrison's enthusiasm and commitment to providing the very best. Please join CML in wishing Harrison a long and wonderful retirement!

## Colorado submits comments to USDA hemp rulemaking

Hemp, a type of the *Cannabis sativa* plant with less of the psychoactive component tetrahydrocannabinol (THC) than marijuana, recently became legal to grow as an agricultural crop in the United States. Although marijuana and hemp both derive from the same plant and contain THC, they are distinct strains with unique compositions and uses. In Colorado, industrial hemp has grown to over 87,000 acres of hemp with 2,600 hemp growers registered with the state.

The U.S. Department of Agriculture (USDA) initiated rulemaking to regulate the U.S. Domestic Hemp Production Program. On Wednesday, Jan. 29, Gov. Polis, Attorney General Weiser, and the Colorado Department of Agriculture submitted comments on the USDA proposed interim final rule. The comments reflect a robust and months-long stakeholder process which

included active participation from CML. Among the comments submitted, the state identified concerns with the negligence threshold for crops that go over the THC limit, overly restrictive disposal requirements, a burdensome sampling protocol, and the unnecessary requirement of Drug Enforcement Administration-registered labs to test an agricultural crop. The Colorado State Legislature unanimously passed a resolution, and Colorado's federal delegation sent a letter to the USDA supporting the state comments.

The Colorado State Hemp Plan, which develops a regulation structure in Colorado, will soon be submitted to the USDA, which has 60 days to approve Colorado's plan after it is submitted. CML remains actively involved in the development of hemp regulations. If you would like to learn more about the state process, contact CML or visit [bit.ly/389y30c](http://bit.ly/389y30c).

## "... attorney to assist with CORA requests" continued from page 1

- Decisions made by public bodies in violation of the Colorado Open Meetings law in general
- "Meetings" conducted via email and text messaging rather than in a public setting

The FOIC also laments the fact that Colorado laws do not include a special forum for litigating or mediating open records claims as some other states do; albeit, language to encourage voluntary informal resolution of Colorado Open Records Act (CORA) disputes during a 14-day "cooling off" period was added to CORA several years ago.

Compliance with state sunshine laws should remain a top priority for municipal officials throughout Colorado. Familiarity with these laws is essential. CML will continue to help its members with resources to assist in understanding and complying with these laws.

For those who may be unfamiliar with the FOIC, this organization is probably the leading clearinghouse in Colorado for current events in the world of open records, criminal justice records, and open meetings. For more information, visit [coloradofoic.org](http://coloradofoic.org).

# Course notebook, funding and technical assistance

## Western Slope Financing Mechanism Tour

Many Colorado communities are curious about districts and authorities that focus on redevelopment, reuse, and place management in downtowns or commercial areas. Business Improvement Districts, Downtown Development Authorities, and Urban Renewal Authorities represent some of the tools available to help municipalities implement the vision through public-private partnerships. What are the differences between these tools, how are they formed and governed, and how do they work? Could this be a tool to help with downtown development in your town?

CML and Downtown Colorado Inc. are pleased to announce its first annual Western Slope Financing Mechanism Tour on **March 19–20**. We will visit projects and partners in Grand Junction, with representatives from Montrose and Durango, to encourage an interactive experience to showcase what these tools can do, how they work with others, and what the plan is for the future. For more information, visit [bit.ly/2020WestSlope](http://bit.ly/2020WestSlope).

## Rhapsody in Black

Cleo Parker Robinson Dance brings Rhapsody in Black to Northglenn **Feb. 27** from 10 a.m. to 1 p.m. and **Feb. 28**, at 7:30 p.m. The show articulates the African American influence in Paris through literature, music, and dance. From Josephine Baker to James Baldwin, Rhapsody in Black explores complex relationships, heartbreak, the joy of discovery and thriving art in an environment of acceptance. For more information, visit [www.NorthglennArts.org](http://www.NorthglennArts.org).

## Revenue retention

Sens. Gardner and Bennet, along with Colorado Mesa University, the University of Colorado, and Colorado State University, invite you to join them in Washington, D.C., to interact with our nation's leaders and gain an enhanced understanding of the federal legislative process. One hundred Colorado residents will be selected to attend this unique, bipartisan conference in our nation's capital through a competitive selection process. Registration closes on **March 20**. For more information, visit [bit.ly/3bpPts3](http://bit.ly/3bpPts3).

## Downtown design principles

Join Advanced Principles of Quality Design, a Main Street America Institute series, to learn everything from the basics of downtown design

to comprehensive planning in just three weeks. Webinars take place on **Feb. 18** and **Feb. 25**. For more information, visit [bit.ly/2UwYw4g](http://bit.ly/2UwYw4g).

## Community Resource Center

The Community Resource Center is offering a variety of workshops, including getting grants (**Feb. 18** in Lafayette) and finding funding on the web (webinar on **March 24**). For more information, visit [bit.ly/39fo8Xu](http://bit.ly/39fo8Xu).

## Regional Economic Development Forum

Register for the Regional Economic Development Forum nearest you! The Economic Development Council of Colorado is hosting events in Hugo (**March 12**), Silverthorne (**May 7**), and Pueblo (**June 27**). For more information, visit [bit.ly/2UjdAba](http://bit.ly/2UjdAba).

## Northwest Colorado Workforce

Join Northwest Colorado Workforce Centers on **April 2** in Silverthorne for a community conversation on attracting and retaining a workforce in Colorado's mountain and resort communities. For more information, visit [bit.ly/2utRZMX](http://bit.ly/2utRZMX).

## SOCO Tourism Summit

The SOCO Tourism Summit will travel to Cañon City, Florence, and Westcliffe, **April 8–10** to hear what others are doing to attract visitors to their destinations and find opportunities to collaborate. For more information, visit [bit.ly/2SplarC](http://bit.ly/2SplarC).

## Colorado Byways 2020 Symposium

Colorado Byways 2020 Symposium takes place **May 6–7** in Ouray. For more information, visit [bit.ly/2H3aZVI](http://bit.ly/2H3aZVI).

## Creative Industries Summit

Save the dates of **May 14–15** for the Creative Industries Summit taking place in Steamboat Springs. For more information, visit [bit.ly/388Mokl](http://bit.ly/388Mokl).

## Northeast 2020 Rural Philanthropy Days

Northeast 2020 Rural Philanthropy Days **June 9–11**, in Limon and Hugo, is bringing increased access to resources to support sustainable rural nonprofits, increase engagement funders in rural communities, and encourage effective collaboration on a regional scale. For more information, visit [bit.ly/2S6a0dq](http://bit.ly/2S6a0dq).

## Resilient Communities Program

The Resilient Communities Program, an initiative of the National Fish and Wildlife Foundation with Wells Fargo, aim to help communities prepare, strengthen, and bounce back more quickly after a disaster. The pre-proposal deadline is **Feb. 18**. For more information, visit [bit.ly/3bpX4H5](http://bit.ly/3bpX4H5).

## Great Outdoors Colorado

Great Outdoors Colorado is offering Conservation Easement Transaction Costs Grants for up to \$50,000 per property. This program helps facilitate donated conservation easement projects that would not otherwise be successful in the face of prohibitive transactions costs for the landowner. Applications are due March 5.

## Charge Ahead Colorado grant

Charge Ahead Colorado is offering grants for electric vehicle and charging station funding. Workplaces, multifamily buildings, and tourist destinations are strongly encouraged to apply by **Feb. 19**. For more information, visit [bit.ly/38ci8hW](http://bit.ly/38ci8hW).

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## Creative Counties Placemaking

The Creative Counties Placemaking Challenge invites counties with populations of less than 150,000 to form multidisciplinary teams to compete in a challenge competition to identify and strengthen ways to integrate arts into solutions to local challenges. Teams that submit winning applications by **March 13** will attend an in-person, one-day training and peer exchange workshop on **July 16**. For more information, visit [bit.ly/31xwkQj](http://bit.ly/31xwkQj).

## USDA Reconnect Pilot Program

USDA Reconnect Pilot Program offers funding for rural broadband, with applications due **March 16**. For more information, visit [bit.ly/2vZh5Ux](http://bit.ly/2vZh5Ux).

# Elements of a successful education benefit

By Herb Miller, Ed.M., Working Scholars Program

Traditional education benefits have challenges that need to be overcome for it to be a stand-out benefit that will attract new employees while also retaining current employees. The below factors are important to keep in mind as you evaluate and update your existing offerings, with specific focus on the needs and potential of local governments.

Better recruitment, retention, and upskilling are likely to follow if your education benefit program can focus on these characteristics, even keeping cost in mind.

## Flexibility

It is no secret that members of the workforce are already busy with their jobs and family responsibilities. These commitments can make it nearly impossible to fit in education options that require being at a campus at a specific time.

Today's workforce values education options that can easily fit into their existing schedules. Use education benefits that offer self-paced, on-demand learning so your employees can progress whenever works best for them. According to LinkedIn Learning's 2018 Workplace Learning Report, "58% of

employees prefer opportunities to learn at their own pace."

## Support

Returning to schooling can be intimidating, particularly for those who have been out of the classroom for a significant amount of time. By providing support as part of an education benefit, you can make sure that employees are able to successfully navigate the program and are able to overcome any issues that could prevent them from completing it if they had to figure it out on their own.

It is important to note that that support does not need to come only from your organization. If you partner with an education provider, it may also provide valuable support to your employees.

## Mobile learning

For many employees, mobile learning with their phones plays an important role in their ability to take advantage of education benefits. By giving them access to options that include being able to learn on the go, you can make sure they can maximize their free time. Employees who think they do not have time in the evenings to learn may realize they can fit in learning during their commutes to

work or during their lunch breaks. This helps provide necessary flexibility.

## Addressing multiple learning styles

Not all of your employees learn the same way. To make sure each employee can get the most out of their education experience, provide options that work for multiple learning styles. This will help make sure participants are truly learning all the material and can tailor their experiences to what works best for them.

## Program awareness

By regularly reminding employees of your education benefit, you can make sure that it is being utilized. According to the Lumina Foundation, "43% of working adults are unaware if their employer offers" a tuition assistance program. Using education partners and your own channels to send program reminders, hold informational sessions, and share success stories so your workforce will not only be aware of your education benefits, but will be excited about using it.

*The final article in this series will share some examples of how local governments have redeveloped new and existing education benefits for their employees.*

# Colorado DOLA announces North Central regional manager

The Colorado Department of Local Affairs (DOLA) Division of Local Government announced that Chris La May has accepted the offer to be the North Central Colorado regional manager, effective **March 2**.

La May is a well-known and well-respected member of the local government family, with his most recent experience in the municipal realm, currently on the Western Slope as town manager of Bayfield since 2011 and

previously as town administrator for Elizabeth for seven years. He also has experience in county work as a budget analyst for Adams County for four years. His expertise extends to the federal level with time as a forest technician with the U.S. Forest Service.

CML Executive Director Kevin Bommer said, "Chris was a wonderful city manager for many years in Bayfield, and he will be a great addition to the DOLA team."

La May is a graduate of Colorado State University, with a master's degree in public administration from the University of Arizona, and has served on numerous committees covering topics such as economic development, housing, and transportation.

CML offers a warm welcome to La May, as we give one final thank you to Don Sandoval for his years of service to Colorado communities!

## Join the CML team

CML is actively seeking enthusiastic and talented candidates to fill our Meeting and Events Planner position. This position is responsible for planning and logistics for CML meetings and events including our annual conference, a four day event with over 1300 attendees. The responsibilities include coordinating and organizing speakers, layout

of the conference and event meeting space and sessions, negotiating fees and services with caterers, audio-visual vendors, hotel and conference facilities and the administration of RFP contract negotiations for future seminars and conferences. This position coordinates CML Spring and Fall Outreach meetings, National League of Cities conferences

for Colorado members and other events. Additionally, the meetings and events planner is responsible for setting up CML events in the iMIS database and the presentation of events in the CML online marketplace.

For more information, visit [bit.ly/2SkaDic](http://bit.ly/2SkaDic).

## Research corner: In celebration of Colorado's Black public servants

In 1926, American historian Carter G. Woodson declared the second week of February Negro History Week, to celebrate contributions made by people of African descent. He chose this week in particular to coincide with the birthdays of President Abraham Lincoln (Feb. 12) and Frederick Douglass (Feb. 14). As part of the nation's bicentennial in 1976, President Gerald Ford expanded the celebration of Black history to the entire month of February.<sup>1</sup>

Though this list is not exhaustive, a few of the dates and individuals worth celebrating in Colorado history include:

- **1881** — **John T. Gunnell** becomes the first African American to sit in Colorado Legislature.<sup>2</sup> Today, there are eight African American members of the General Assembly: six in the House and two in the Senate.<sup>3</sup>
- **1943** — One of only three Black women nationwide to graduate military officer training, Denver resident **Oleta Crain** is promoted to commander of an African American Women's Army Corps company in the United States Air Force.<sup>4</sup> As of 2018, 20,971 Black military veterans live in Colorado.<sup>5</sup>
- **1955** — After serving three terms in the Colorado House of Representatives, **Elvin R. Caldwell** becomes the first African American to serve on a city council west of the Mississippi River when he is elected to the Denver City Council. He would go on to serve seven terms, totaling 28 years.<sup>6</sup>

- **1957** — **James C. Flanigan** is appointed municipal court judge for the City and County of Denver and becomes Colorado's first African American judge.<sup>7</sup> Later, he would be elected to serve as Denver's first African American district court judge as well.<sup>8</sup>
- **1965** — **Rachel B. Noel** becomes the first African American woman elected to Colorado public office when she is elected to the Denver Public School Board. Noel was instrumental in integrating Denver's public schools, a move affirmed by the U.S. Supreme Court in 1973.<sup>9</sup>
- **1974** — **Ada B. Evans** becomes the first African American female mayor to be popularly elected in Colorado when she defeats two other candidates to win the mayoral race in the Town of Fairplay. Two years later, she would run for the office once again, this time unopposed.<sup>10</sup>
- **1984** — The 54<sup>th</sup> General Assembly passes legislation, sponsored by **Rep. Wilma Webb**, making Martin Luther King Jr.'s birthday a Colorado state holiday.<sup>11</sup>
- **2018** — **Joe Neguse** is elected to represent Colorado's 2nd District in the U.S. House of Representatives, becoming the first African American member of Congress in Colorado history.<sup>12</sup>

<sup>1</sup><https://www.census.gov/newsroom/facts-for-features/2020/black-history-month.html>

<sup>2</sup><https://history.denverlibrary.org/news/african-american-colorado-history-memorable-people-and-events>

<sup>3</sup><http://blackcaucusco.com/>

<sup>4</sup><https://blog.dol.gov/2018/02/08/honoring-oleta-crain-an-american-hero>

<sup>5</sup>U.S. Census Bureau, 2018: ACS Year Estimates, Table C21001B.

<sup>6</sup><https://www.denvergov.org/content/denvergov/en/denver-city-council/about-us/history-denver-city-council/biographies/caldwell-elvin.html>

<sup>7</sup><https://digital.denverlibrary.org/digital/collection/p15330coll23/id/9911/>

<sup>8</sup>[https://www.waymarking.com/waymarks/WMAHB5\\_Denver\\_Justice\\_Center\\_Lindsey\\_Flanigan\\_Courthouse\\_Denver\\_CO](https://www.waymarking.com/waymarks/WMAHB5_Denver_Justice_Center_Lindsey_Flanigan_Courthouse_Denver_CO)

<sup>9</sup><https://www.dsstpublicschools.org/colorado-black-history-month-0>

<sup>10</sup><https://history.denverlibrary.org/news/african-american-colorado-history-memorable-people-and-events>

<sup>11</sup><https://denverite.com/2018/01/12/denver-martin-luther-king-day-1992/>

<sup>12</sup><https://neguse.house.gov/about>

## Register for the 98<sup>th</sup> CML Annual Conference

Visit [cml.org/conference](http://cml.org/conference) to register and secure your spot for conference events like the Meeting of the minds luncheon, Elected officials breakfast, mobile tours, and more.

For more about our host municipality, the City of Westminster, check out a welcome video at [bit.ly/2tDguXP](http://bit.ly/2tDguXP).

### Registration fees

- Members: \$235 early/\$350 after May 15
- Nonmembers: \$360 early/\$485 after May 15

### New this year

- Wednesday and Thursday morning general sessions: The hero effect and protecting your organization from cybercrime

- Mobile tours
- Extended time for Mayors mingle
- Friday elected officials breakfast and MUNiversity awards (replaces Elected officials lunch, ticket required)

### Lodging information

The host hotel is the Westin Westminster. Contracted rates range from \$199 to \$224. To book, contact the hotel at 303-410-5000 or Westin Central Reservations at 888-627-8448 or book online at [bit.ly/2020Westin](http://bit.ly/2020Westin). Rooms are intended only for those registered to attend the CML Annual Conference. A one-night deposit for each reservation is required at time of booking. A two-night minimum (Wed.–Thur.) is required. Individuals cannot book a block of rooms under one name. The contract lodging block

cutoff is **May 29**. Cancellations made within 60 days will forfeit the one-night deposit; cancellations outside of 60 days will incur a \$50 cancellation fee per reservation.

CML has also secured lodging blocks at nearby hotels. Visit [cml.org/conference](http://cml.org/conference) for details.

### Thank you, sponsors!

CML thanks this year's conference sponsors for their generous support. Please visit our sponsor page to see who this year's sponsors are and remember to visit our exhibit hall at the conference!

### Questions?

Visit [cml.org/conference](http://cml.org/conference) or email [conference@cml.org](mailto:conference@cml.org). Find more details in the April edition of *Colorado Municipalities*.



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# Newsletter

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