



COLORADO
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Newsletter

Vol. 46, No. 8, April 10, 2020

CML Executive Board application reminder

Applications for members interested in the CML Executive Board will be accepted through 5 p.m. on Wednesday, **June 10**. In anticipation of the CML Annual Conference that is still scheduled for June 23–26, members interested in running for one of the 10 positions up for election on the CML Executive Board are encouraged to submit their applications as soon as possible.

Barring any adjustment in the CML Annual Conference schedule, members whose names are placed on the ballot by the CML Nominating Committee will be voted on by the membership at the CML Annual Business Meeting scheduled for Thursday, **June 25**, beginning at 1:45 p.m.

The vacancies to be filled at the election are:

- one position from municipalities with a population of 250,000 or more for a two-year term;
- three positions from municipalities with a population of at least 60,000, but less than 250,000 for two-year terms;
- three positions from municipalities with a population of at least 8,000 but less than 60,000 for two-year terms; and



- three positions from cities and towns with a population of less than 8,000 for two-year terms.

Under CML bylaws, population figures for the June 2020 election will be based upon population estimates from the Colorado Department of Local Affairs. These are the same figures that were used in

computing 2020 municipal dues for member municipalities.

CML Executive Board members are elected at-large, which means each member municipality is entitled to vote at the CML Annual Business Meeting for their choices in all of the population categories.

Continued on page 2.

A letter from the CML Executive Board President



As many parts of our communities have shut down and terms like "social distancing" and "quarantine" have become additions to our vocabulary, I wanted to let you all know that the CML Executive Board has

been monitoring the situation, advocating on your behalf, and, of course, responding in our own communities. I am even more confident about the importance of CML (not that I had any doubts). CML Executive Director Kevin

Bommer and the CML staff have done a great job adjusting and being as proactive as possible to the needs of our cities and towns. Without a doubt, many of our city and town managers, clerks, attorneys, etc., have checked the CML website or Listserves for ideas, feedback, and information.

The people of Colorado have proven time and time again that they are resilient, and our municipalities demonstrate this every day. I have been regularly reviewing CML's COVID-19 resource page at www.cml.org/covid19 to get ideas and "borrow" solutions from my fellow

municipal leaders. I encourage you to do the same, if you have not already done so.

Here in Alamosa, we are doing everything other communities are doing. We are working to comply with all the COVID-19 health orders, both for our facilities and community facilities and are working closely with our community partners. We have formed a business support group to reach out, and community partners are gearing up to help where needed too!

Continued on page 7.

Congratulations

CML congratulates Laurel Witt, who is celebrating her work anniversary in April.



Laurel Witt
CML associate counsel
2 years

Karen Rosen joins the CML team



CML is pleased to announce our newest staff member, Karen Rosen, meetings and events planner. Rosen has an extensive background in meeting planning for

associations and nonprofits. Rosen is a great addition to the CML staff and will lead us as we plan for our upcoming conferences and events at CML.

"... application reminder" continued from page 1

Nomination procedures

Under CML bylaws, CML Executive Board members must be elected or appointed officials of member cities and towns. Any official who desires to be nominated for a position on the CML Executive Board can ensure nomination by:

- filing an application for nomination, in letter or other written form, with the CML Nominating Committee. The application must be received in writing by the CML office at least 15 days prior to the annual business meeting, that is, by 5 p.m., Wednesday, **June 10**; and
- including with the application an endorsement in writing from the applicant's city council or board of trustees, which also must be received by the CML office by Wednesday, **June 10**. Please note that a city council or board of trustees may endorse the nomination of only one official from the city or town for election.

Sample application and endorsement letters are available by visiting the CML

website, www.cml.org, under About CML > CML Executive Board. Municipal officials who meet the above qualifications will be placed on the nominating committee's slate for consideration at the election during the annual business meeting.

File applications by June 10

Again, municipal officials who wish to pursue nomination and election to the CML Executive Board should file their written application with the CML Nominating Committee by 5 p.m. on Wednesday, **June 10**.

These materials should be mailed or delivered to the CML office at 1144 Sherman St., Denver, CO 80203, or faxed to 303-860-8175. Materials may also be emailed to executiveassistant@cml.org.

Questions about the CML Executive Board or the election process may be directed to Kevin Bommer, executive director, at kbommer@cml.org, 303-831-6411, or 866-578-0936.

The statewide stay-at-home order: How it affects the day-to-day operations of Colorado municipalities

By David W. Broadwell, CML general counsel



On March 25, Gov. Jared Polis used his broad emergency powers to order Coloradans to stay-at-home through **April 26**. The article linked below highlights the various ways the order will affect the day-to-day operations of Colorado municipalities.

Since Gov. Polis originally declared a state of emergency on March 11, he has issued several executive orders related to the COVID-19 outbreak. In turn, various state departments have issued their own detailed directives based upon the Governor's orders. The most important of these are the public health orders issued by the Colorado Department of Public Health and Environment (CDPHE). To understand the meaning of the stay-at-home requirement in the executive order, it is important to have a sense of all of

the detailed exceptions to the requirement set forth in the CDPHE order (Public Health Order 20-24), many of which directly provide for the continuity of municipal functions. For more information, visit bit.ly/2yFzCGF.

Caution!

Important information and guidance from the state and federal government changes daily. For example, since the state issued the original stay-at-home order on March 25, the order has been revised at least three times. These changes have generally added to and clarified the list of exceptions in the order. Municipal officials should always make sure they are reviewing the most recent version of Public Health Order 20-24.

CML will continue to flag key changes and new developments as they occur, but municipal officials will want to regularly check state websites for the latest news. For the full article, please visit bit.ly/2ROACvj.



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COVID-19 guidance: Procurements under grants during periods of emergency or exigency

By Brandy DeLange, legislative and policy advocate

On March 17, the U.S. Department of Homeland Security's Federal Emergency Management Agency (FEMA) issued a memo addressing the President's Nationwide Emergency Declaration for Coronavirus Disease 2019 (COVID-19) and establishing that both emergencies and exigencies currently exist. FEMA defines an emergency or exigent circumstances as unexpected and unusually dangerous situations requiring immediate action or an urgent need for assistance or relief. Emergencies typically involve a threat to life, public health or safety, improved property, or some other form of dangerous situation. Exigencies, in contrast, typically involve an urgent need to avoid, prevent, or alleviate serious harm or injury, financial or otherwise. Under both an emergency and exigency, using a competitive procurement

process would prevent a non-state entity from taking immediate action required to address the situation. However, use of the emergency/exigency exception is only permissible during the actual emergency or exigent circumstances.

FEMA has provided a number of useful resources on this matter that can be accessed immediately. Below is a summary of resources:

- Memo on procurement under grants conducted under emergency or exigency circumstances: addressing current circumstances that allow procurements to be made during periods of exigent or emergency circumstances. For more information, visit bit.ly/2UPmdDx.
- Fact sheet on procurement under grants conducted under emergency or exigency circumstances: outlines the circumstances of exigent vs. emergency situations, provides guidance on documentation

needed, outlines differences between state and non-state entities, and suggests elements for noncompetitive procurement justifications. For more information, visit bit.ly/341f3Ab.

- Contracts template: outlines the federally required contract provisions in addition to FEMA-recommended provisions. For more information, visit bit.ly/3bD3ule.
- Public assistance-reasonable cost evaluation job aid: provides supplemental assistance to states, territories, tribes, and local governmental entities, as well as certain private nonprofit organizations and outlines a process to determine reasonable costs. For more information, visit bit.ly/39w1ASa.

For additional information and trainings on the federal procurement standards, please visit the Procurement Disaster Assistance Team website at bit.ly/2UCN46X.

How TABOR affects municipal response to a public health emergency

By David W. Broadwell, CML general counsel

As municipalities throughout Colorado face the prospect of substantial decreases in tax revenue and increases in expenditures due to the COVID-19 crisis, here is a reminder of how the Taxpayer's Bill of Rights (TABOR) comes into play.

TABOR emergency reserve

TABOR requires each municipality to maintain an identified emergency reserve equal to 3% of its "fiscal year spending" (as defined in TABOR). TABOR poorly defines the meaning of "emergency." But it is safe to say that the COVID-19 pandemic qualifies. Certainly the TABOR reserve could be tapped to cover expenses associated with the crisis. Any municipality that does so, however, should expect to fully restore the 3% reserve by 2021.

Some entities, like the state of Colorado and school districts, have adopted the practice of identifying the value of real property (rather than cash) as all or a part of their TABOR reserve. For most municipalities, however, the fund is liquid and should be readily available.

An important caution: TABOR does not allow the reserve to be tapped solely to cover revenue shortfalls. Municipalities should be prepared to justify any draws against the reserve by documenting expenses directly related to the emergency (which coincidentally may also be the standard for receiving federal relief dollars in the wake of the COVID-19 crisis).

Emergency taxes

TABOR also allows municipalities to adopt temporary emergency taxes without the need for a vote of the people. While emergency property taxes are prohibited, an emergency sales tax or excise tax would at least be possible. However, this authority is so heavily qualified by TABOR, CML is not aware of any municipality ever adopting an emergency tax without a vote. Among other things, a city or town must totally exhaust its TABOR emergency reserve before being able to adopt an emergency tax.

A major benefit of de-Brucing

CML has always warned that one of the most perverse aspects of TABOR's year-to-year cap on revenue and spending increases is

the dreaded ratchet-down effect. If municipal revenue declines precipitously in one year, only to rebound the next year, a municipality may not be able to keep and spend all revenue in the bounce-back year due to the TABOR caps. Municipalities where voters have overridden the TABOR caps will not face this problem, fortunately.

But in municipalities where de-Brucing has not yet occurred, local officials may face the need for voter approval to keep excess revenue received in 2021 if the economy recovers as rapidly as many economists are predicting.

Federal recovery dollars

For all municipalities, federal dollars have never been counted against the TABOR caps on annual increases in revenue and spending. After the floods of 2013, CML supported a clarification to state laws to clarify that this exclusion applies regardless of whether the federal dollars pass through the state. This clarification will be helpful now if federal relief dollars for COVID-19 response flow to municipalities through the state of Colorado.

State and local response to homelessness amid COVID-19

By Meghan Dollar, legislative advocacy manager

We are in a new normal. That means changes to every part of normal operations, and that includes the provision of services to our homeless populations. How do we go about providing shelter and services while keeping everyone safe? The state and local governments are currently working on a massive response to get information out to all parties. This article will cover what you can do in your local communities and what state and federal resources are or will be available. For comprehensive information on all things housing and COVID-19, visit the Division of Housing (DOH) website at bit.ly/2ywVTGy.

One of the first things municipalities can do is to form a local coordinated response to COVID-19 in homeless shelters or in the unsheltered population. This means including as many necessary local organizations as possible, from local public health agencies to members of the criminal justice system to faith-based organizations. This can be done with a simple phone call.

How to start a local housing and homeless task force:

1. Designate a leader.
2. Gather local community housing partners.
3. Convene a call.
4. Identify who is doing what and gaps in service.
5. Reach out to identified local partners to fill gaps.
6. If local resources cannot fill gaps with support from local emergency operations management reach out to your state partners to request assistance.

Once you begin your local coordination efforts, there may be opportunities for reimbursement. Within the Department of Public Safety there is a dedicated individual who runs the Public Assistance Program, which is how funds from the Federal Emergency Management Agency (FEMA) are administered. That person is State Emergency Operations Center Recovery Grants Section Supervisor Michael Haney who can be reached at michael.haney@state.co.us. This is the first



time these funds have been offered for a public health emergency and is a rare opportunity for emergency homelessness-related funding. The most important piece to keep in mind when looking at these funds for reimbursement is to get preapproval.

Below are some of the base questions a municipality will be asked if they are seeking reimbursement for homeless services related to COVID-19. Contact Michael directly for more specific information.

1. Declaration from local public health officials for medical necessity
2. Location (county, city/town)
3. What does your situation look like? (i.e., numbers affected or in need of shelter)
4. Other options considered
5. Justification for needing state assistance

6. Any other documentation supporting the request
7. Cost analysis in spreadsheet:
 - Estimated costs of individual rooms (hotels, dorms, or other)
 - Initial dates of expected sheltering support
 - Totals: \$XX for X# people

More guidance from FEMA will likely be provided in the coming weeks. For more information, please check the DOH COVID-19 website at bit.ly/2ywVTGy. Additionally, through executive order, the governor has freed up funding within the Homeless Solutions Program for emergency response to COVID-19. This may potentially be used to fill any gaps in FEMA funding. For more information, contact Kristin Toombs at kristin.toombs@state.co.us.

Could your city attorney use a hand?

CML has joined with the University of Colorado Law School to identify law students who are interested in interning with our member municipalities. This is the ideal time to advertise summer internship opportunities at

the law school. Creating a job posting is easy and can be done at bit.ly/3aJDELQ.

Colorado Law does not place minimum requirements on the rate of pay, the scope of work, or the length of the internship.

If you have questions about the internship program or would like to discuss other programs at Colorado Law, contact Marci Fulton, assistant dean for employer relations, by email at marci.fulton@colorado.edu or at 303-492-7015.

Northwest Colorado Council of Governments learns lessons around virtual meetings

By Jon Stavney, Northwest Colorado Council of Governments executive director



The March 25 headline in the *Vail Daily* was one any mayor would dread: "Avon Council gets hacked, forced to reschedule meeting: Mayor 'Deepest apologies for any disturbing content

you may have witnessed." Avon learned about video conferencing the hard way. They will not be the last local government to learn a lesson about how to manage public participation in the era of COVID-19 distancing and shelter-in-place orders. I am the executive director of an organization that represents 28 of these entities, and nearly all of them have just begun experimenting with various platforms for electronic or virtual meetings.

Prior to deciding to go electronic, Town of Avon staff and council had discussions about what parameters they desired in moving public meetings to a virtual platform during the COVID-19 response. Council had suggested that they wanted a platform for citizens to communicate as freely as they would in a live meeting and shared the change of platform with as many as possible through a link blasted out without a security code on social media. The day of the meeting, the lesson took about five minutes. There was profanity and nudity.

Apparently, because of utilizing a cheaper version of Zoom Meeting, a remote attendee was able to take over the desktop and was screen sharing porn and profanities. Staff and elected officials were on the meeting 15 minutes early taking up many

of the 99 maximum connections before the disturbance. Within five minutes of the posted start time, the call was "bombed" according to Robert McKenner, Town of Avon IT manager, and after a couple minutes of this, it was closed. The clerk opened a second private meeting to staff and council to discuss how to proceed. Paul Weiser, town attorney, recommended that they reschedule the meeting for two days later.

The day after, McKenner circled back with colleagues in Vail and elsewhere and decided to go back to his earlier preference for a higher security platform. In a day, the Town of Avon upgraded to Zoom Meeting Pro, which provided it with more control and security settings. Following what Vail is doing, Avon is not taking comments over the phone; it is only taking comments via email. McKenner said that the council ran the March 26 meeting through Zoom Meeting Pro, with webinar add-on with 100 gigabytes storage. There are three different logins with distinct levels of control: the host, panelists, and attendees. In Zoom Meeting Pro, attendees know about the meeting through legal postings for agendas. They click on a link after passing through a registration page to Zoom. Attendees can only virtually raise hands. They can be given permission to talk, which can be turned off. They can also be promoted to a panelist, who can share their screen. Panelists can be demoted to attendees and both attendees and panelists can be kicked out. Like many of the larger municipalities and counties, Avon Council meetings are filmed live and broadcast on local PEG Channel, which has a five-minute delay behind Zoom, so the council is learning to wait for comments to come in before moving to the next agenda item.

In late March, Northwest Colorado Council of Governments sent an email to 28 municipal and county managers with brief questions related to how they had changed operations related to public meetings, elections, and staffing, and followed up with phone conversations with managers. The responses were interesting. Most city or town halls are physically closed to the public. Nearly all are hosting virtual or remote public meetings on one platform or another. Red Cliff appears to be the only town among the 28 planning to continue holding public meetings with the public attending with social distancing as a protocol. Red Cliff Town Administrator Barb Smith says they rarely have more than 40 voters, and only a fraction of those ever attend a meeting.

Kremmling is holding meetings at town hall and requesting that the public watch from home via Facebook streaming. Their "attendance" increased as a result. Blue River and Steamboat Springs have a similar approach with the board attending in person, distanced, and the public participating via GoToMeeting. Each town has a slightly different approach to public who want to be heard. Silverthorne, Vail, Aspen, and Winter Park are all requesting comments and questions be submitted by email prior to the meeting and are read in the meeting.

Additional resources:

- Colorado Municipal League COVID-19 webpage: www.cml.org/covid19.
- Electronic meetings guidance from CML General Counsel David Broadwell: bit.ly/3bAZ9Pt.
- Remote meetings guidance from CIRSA Executive Director Tami Tanoue: bit.ly/39uBwXB.

Save the date

Challenge Community Summit

The goal of the Summit is to gather ideas to ensure that Colorado has the resources needed to support our communities, districts, and small businesses. Downtown Colorado Inc. will be developing an action plan together to move into our new reality stronger and more resilient than ever! This Summit is for everyone! Especially

all conference registrants, members, and Challenge Communities. This Summit will be an interactive event with panels, polls, and breakout groups on April 14 from 1:30 p.m. to 4:30 p.m. After you register, more information will be sent to your inbox.

Discussions include:

- Vision: Envisioning the new local economy
- Components of place

- People/housing/business: What was?; What is likely next?; What would be positive impact now?
- How do we go forward? How do we elevate our communities?

Everyone who had registered for IN THE GAME can attend the virtual summit for free! To ensure planning for the right numbers, RSVP at bit.ly/3bVohAB.

The Colorado Purchasing Alliance seeks high-quality, affordable health care

By Bill Lindsay, former Colorado Commission on Affordable Health Care chair

I chaired Colorado's Commission on Affordable Health Care from 2015 through 2017. Our charge was to ensure that Coloradans have access to high-quality and affordable health care in Colorado. The Commission focused on the causes of ever-increasing health care costs and sought to use evidence-based cost-control opportunities to reduce the cost of care and improve access to high-quality, affordable health care options for our citizens.

During our work, the Commission met over 30 times and received testimony from experts within and outside of the State of Colorado. We also spent time traveling the state to listen to the specific issues within divergent communities. In the end, our final report addressed the need for a working health care market to control cost. For that to happen, we noted the need for increased transparency into the multiple components of the system, as well as engaging purchasers (individuals and businesses) to make better health care choices.

Health care does not function like any other market in our American society today. There are many reasons for this, but among them is the fact that purchasers have not attempted to apply the same diligence and market

pressure on health care that they have on everything else they buy. This is a failing neither of government nor even the health care providers within the system. Rather, it is the purchasers who have failed. They have not attempted to engage health care in ways that they have in every other aspect of our economy. For instance, businesses get multiple, competitive bids when they shop for office leases. They negotiate the rates for legal and accounting services, and they shop for materials based on the cost and quality of the products they need. While some of this applies to how businesses purchase consulting and administrative services, none of this applies to how businesses purchase health care. But that is about to change.

In December, the Colorado Business Group on Health formed The Colorado Purchasing Alliance in an attempt to bring market forces to bear. The Colorado Purchasing Alliance (TCPA) was incorporated as a Colorado not-for-profit organization led by employers, Taft-Hartley plans, and other purchasers committed to market-driven health reform. Using existing data to inform the intelligent purchasing of health care services, TCPA is organized around innovative and value-based employee

benefit plan designs that encourage provider competition.

This concept is not new. There are similar employer purchasing coalitions around the country who are organized to purchase health care in a more intelligent way. Many of you have heard of some of these, like the Pacific Business Group on Health, or CalPers, in California. TCPA will build on the experiences and strategies pioneered by these groups to inform Colorado's efforts.

The purchaser-led Board of TCPA will be in place by late spring and will then begin launching new provider contracts for care among large, self-insured employers starting in 2021. These provider contracts will also be provided to insurers in the state so that they may begin offering fully insured products in 2022.

This effort will not be without its challenges. As Warren Buffet noted, there are three trillion reasons why it is hard to change health care. However, motivating this effort is the knowledge that this may be the very last opportunity to see if the market can work and drive changes in the cost and quality of health care. To that end, TCPA will build upon the collective wisdom of the Colorado Commission on Affordable Health Care and bring its work to fruition.

Golf course guidelines

Below is guidance issued by the Governor's Office on golf courses during the statewide stay-at-home order.

Golf courses have been approved as essential for all maintenance of facilities. Local public health makes the final determination if the business is complying with social distance requirements and can stay open.

Minimum basic operations

The minimum necessary activities to (1) maintain the value of the business's inventory, ensure security, process payroll and employee benefits, or for related functions; or (2) facilitate employees of

the business being able to continue to work remotely from their residences are allowable pursuant to this order. Any business supporting minimum basic operations must comply at all times with social distancing requirements.

As for staying open, the first thing to know is that the public health order directs that "all individuals currently living within the state of Colorado are ordered to stay at home whenever possible. Individuals living in shared or outdoor spaces must at all times, to the greatest extent possible, comply with social distancing requirements, and may leave their residences only to perform or utilize necessary activities," with necessary activities defined in the order, including

outdoor activities — see III(A)(3) in the order for outdoor activities.

As a practical matter, the most important thing is social distancing and complying with the state and local directives on distancing. Functionally, that means no collecting money, no sharing of golf carts, no touching of bags, clubs, balls, or anything where the virus could be transmitted. Operators would need to get express approval from a local public authority that they comply with all social distancing directives in the current state and any local orders in effect. The burden of compliance goes to the operators, and they could be shut down, which is why it is so important they work closely with their public health departments.

Research corner: Colorado Census self-response rate is above national average but has room to improve

Census Day was April 1, and there is still time for people to respond on the internet (2020census.gov), by phone (844-330-2020), or by mail. Self-response opened on March 12, and by April 1, 38% of Colorado households had self-responded to the 2020 Census, compared to the national self-response rate of 36.2%. The Colorado counties with the highest and lowest self-response rates by Census Day were:

County	2020 Response Rate (as of 3/31)	Final 2010 Self-Response Rate
Douglas County	46.3%	77.3%
Jefferson County	45.9%	77.0%
Boulder County	44.6%	73.4%
Broomfield County	44.6%	73.2%
Yuma County	43.9%	66.4%

County	2020 Response Rate (as of 3/31)	Final 2010 Self-Response Rate
Costilla County	3.3%	36.6%
Jackson County	3.0%	38.6%
San Juan County	2.9%	31.5%
Hinsdale County	2.6%	19.9%
Grand County	1.7%	31.0%

The 2020 Census will determine the number of seats each state has in the U.S. House of Representatives, inform hundreds of billions of dollars in federal funding, and provide data that will impact communities for the next decade. **July 31** is the last day for households to self-respond online, by phone, or by mail.

To check the latest response rates for your area, including by county, municipality, and census tract, please visit bit.ly/3bU9hDa.

"... letter from CML Executive Board President" continued from page 1

Here are some of the things my fellow Board members have been doing:

Wade Troxell, immediate past president, Fort Collins mayor: Fort Collins has been hosting telephone town halls, focusing on different themes – COVID-19, economic health, etc. Fort Collins is getting more than 6,300 participants on the calls.



Sharon Craig, Ignacio trustee: Our region is working together to create a website (swcoda.org) where we can direct citizens and businesses for resources. The website also has places to donate either to nonprofits for citizens through the Central Emergency Response Fund or to Region 9 Business Support Fund.



John Kettling, Deer Trail trustee: Deer Trail is trying to keep the food bank from running out of inventory and delivering to at-risk households with limited transportation.



Dale Hall, Greeley mayor pro tem: Greeley is working to establish a Greeley Business Recovery Fund to establish a revolving loan program to assist local businesses hardest hit by the current crisis for help in meeting payroll and rent obligations. Greeley is also working with the Greeley Chamber of Commerce to help set up a "navigator" type office that can assist business owners who have questions on where to go for help.



Christian Morgan, Kersey town manager: Kersey held its March 17 meeting outdoors to help maintain distancing. Kersey's



next meeting will be held electronically. Kersey also made personal contact with every food provider in town and gained their updated contact information, websites, menus, and take-out/delivery policies. It also served as a personal contact from the town to each of these businesses who have been hit hard.

Jessica Sandgren, Thornton mayor pro tem: Thornton has been working hard to make sure our level of service remains the same. Thornton's water utility has announced that there will be no shutoffs or late fees/penalties during this COVID-19 crisis. Both fire and police have been collaborating with Tri-County Health, Adams County, our hospitals, and other local agencies to assist with daily food collection and distribution of school meals for students in our community. Two departments in our city have reached out to hundreds of our seniors and most vulnerable mostly by telephone. These friendly check-ins are providing valuable resources for those who may not be able to access online websites and/or were not sure what resources were available to them.



Additionally, Thornton has door dropped hundreds of flyers in English and Spanish that share those same resources. Thornton staff has been in constant contact with our local businesses to keep a pulse on their needs.

In these unprecedented times, I am beyond impressed with your resilience and commitment to your communities. The level of creativity and flexibility you have displayed in responding to this situation is a testament to your dedication and knowledge. We are part of your team, and we will get through this together.

CML Annual Conference

Registration for the 2020 Annual Conference in Westminster is open. Register by **May 15** to save more than \$100! Registration will close **June 12**.

Due to COVID-19, the CML leadership team is evaluating the conference in light of health risks and travel restrictions. CML is committed to keeping our stakeholders informed of

decisions affecting the conference. CML anticipates having much clearer picture around the end of April on whether or not the conference will be impacted.

We have reduced our conference cancellation fee to \$25 to allow our attendees greater flexibility. For more information and to register, visit cml.org/conference.



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