



CML PHOTO BY KHARYL JACKSON

Former CML Executive Directors Sam Mamet, left, and Ken Bueche, center, attend the CML 100/25 anniversary celebration with current Executive Director Kevin Bommer.

100/25 **Municipal League throws party to celebrate pair of anniversaries**

By Kharyl Jackson, CML marketing & communications specialist

The Colorado Municipal League celebrated its 100th anniversary and the 25th anniversary of the Ken Bueche Municipal Building on Oct. 19 in Denver. For a century, we have worked alongside Colorado's cities and towns to create the communities we cherish today. Municipalities are the heart of the League, which exists not just for its members but also because of them.

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EMPOWERED CITIES AND TOWNS, UNITED FOR A STRONG COLORADO

CML UPDATE

Three new staff members have joined the CML legislative advocacy team. We are excited to have them aboard!



ELIZABETH HASKELL

Legislative & Policy Advocate

Elizabeth Haskell recently concluded a successful decades-long career with the Colorado Legislative Council Staff where she gained a thorough understanding of Colorado's legislative process and expertise in a variety of public policy areas. During her time there, Elizabeth managed both the Policy Research Section and the Constituent Services team, staffed legislative committees, and assisted constituents on behalf of members of the General Assembly. Elizabeth is enthusiastic about leveraging her experience to represent Colorado's municipal governments and looks forward to being a strong resource for the members of CML. In her free time, Elizabeth enjoys visiting with family and friends, cooking, and anything outdoors, especially mountain biking and learning how to fly fish.



JEREMY SCHUPBACH

Legislative & Policy Advocate

Jeremy Schupbach is an experienced strategist who works in policy and government affairs. Over the past 15 years, he has connected with diverse stakeholders, helping to create legislation to advance Colorado laws and shape policy across a vast spectrum of issues. He is excited to bring his experience to CML. Jeremy has had the privilege to work with the majority of state agencies and maintains close connections to many political and policy groups. His extensive experience leading public policy initiatives and legislative strategy for a variety of organizations with distinctive agendas has produced a 95% success rate at the Capitol. Jeremy is passionate about building relationships and evoking the values of the stakeholders he represents. He is active in his community, serving in consultative and advisory roles for various organizations. In his spare time, Jeremy is an avid cyclist and loves exploring Colorado from his bike.



BEVERLY STABLES

Legislative & Policy Advocate

Beverly Stables grew up outside Boston, Massachusetts, and majored in political science at the University of Delaware. She has worked for the Massachusetts legislature for the past six years, serving as legislative director for the minority leader of the Massachusetts House of Representatives. She recently moved to Denver with her fiancé, and she is very excited to join the Colorado Municipal League as a legislative & policy advocate. In her free time, she enjoys cooking, skiing, and spending time with her rescue pup Ollie.

CELEBRATE WITH CML

CML wants to hear about your community's success. Tell us about a grant you've won, a new water tank, or anything else you're excited about. Email CML Publication & Design Specialist Alex Miller, amiller@cml.org, or complete the form at bit.ly/3YF8XRM.



COLORADO
MUNICIPAL
LEAGUE **NEWSLETTER**

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CML PHOTOS BY KHARYL JACKSON

CML Legislative Advocacy Manager Heather Stauffer speaks with former CML Executive Assistant Diane Backhus at the anniversary celebration Oct. 19. More photos from the event are online at <https://bit.ly/3tKAXZw>.

FROM PAGE 1

What started as 11 municipalities banding together in 1923 “for the betterment of all” has grown to 270. CML’s century of service is a testament to the collective efforts of our members and our shared vision of empowered cities and towns, united for a strong Colorado.

More than a quarter-century ago, Ken Bueche, then-executive director of the League, began searching for a permanent place for CML staff and members to meet — a place to call home. Foresight and planning by Bueche and the executive board allowed the League to construct the Ken Bueche Municipal Building at 1144 Sherman St., near the Colorado State Capitol, and own it free and clear after only a few years.

The building has hosted innumerable events, programs, and local dignitaries. CML’s anniversary party was more than just a celebration of the physical structure. It served as a tribute to the enduring spirit of Bueche and his unwavering commitment to our members. The League looks forward to continuing to host our municipal members in the building for many years to come.

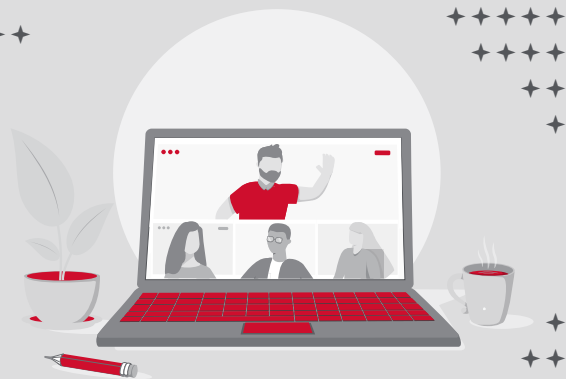


Former CML Intergovernmental Affairs Specialist Jan Gerstenberger catches up with former CML Executive Director Ken Bueche.



Colorado Governor Jared Polis makes remarks at the CML 100/25 anniversary celebration.

UPCOMING WEBINARS



CML 2023-2024 Election Webinar Series for clerks

ELECTION CALENDAR

Thursday, Nov. 16

In this webinar, participants will learn more about creating an election calendar for both polling place and mail ballot elections, including what elements and timeframes need to be considered. While intended for clerks whose municipalities will be having elections in spring 2024, all clerks are welcome to participate. Co-hosted by CML, Colorado Municipal Clerks Association, and CIRSA. Register at <https://tinyurl.com/4swad4jd>.

NOMINATION, PETITIONS, AND CHECKING SIGNATURES

Thursday, Dec. 14

During this webinar, attendees will learn more about nomination petitions, petition packets, and checking signatures. While intended for clerks whose municipalities will be having elections in spring 2024, all clerks are welcome to participate. Co-hosted by CML, Colorado Municipal Clerks Association, and CIRSA. Register at <https://tinyurl.com/2cum8b7f>.

BALLOT ORDER, MAIL BALLOT SIGNATURE VERIFICATION, AND CANCELING AN ELECTION

Thursday, Jan. 11

This webinar will address ballot order, circumstances that must exist for a municipal election to be canceled, canceling an election, determining terms in the event of vacancies, and procedures for verifying mail ballot signature verification. While intended for clerks whose municipalities will be having elections in spring 2024, all clerks are welcome to participate. Co-hosted by CML, Colorado Municipal Clerks Association, and CIRSA. Register at <https://tinyurl.com/2p93wmrh>.

CANVAS, RECOUNTS, AND FINAL ELECTION QUESTIONS

Thursday, March 14

During this webinar, participants will learn information and tips on what happens after the polls close, including recounts and canvassing the vote. Additionally, you'll have a chance to ask your final

election questions. While intended for clerks whose municipalities will be having elections in spring 2024, all clerks are welcome to participate. Co-hosted by CML, Colorado Municipal Clerks Association, and CIRSA. Register at <https://tinyurl.com/3khz724e>.

ELECTION DEBRIEF AND TALES TO TELL

Thursday, May 9

During this webinar, a wide-ranging conversation will engage attendees in an election debrief, provide insights, and share stories covering what worked, what did not, and what clerks wished they had known ahead of the elections. While intended for clerks whose municipalities will be having elections in spring 2024, all clerks are welcome to participate. Co-hosted by CML, Colorado Municipal Clerks Association, and CIRSA. Register at <https://tinyurl.com/54vskchf>.

CML EVENTS

MAYORS' SUMMIT

Nov. 30-Dec. 1

CML's Mayors' Summit, presented by CML and CIRSA, is a dynamic day-and-a-half event that brings together mayors from across the state. Prepare to dive deep into crucial municipal matters, exploring topics such as innovative affordable housing solutions, effective grassroots advocacy, building collaborative relationships, and more. Don't miss out on the oppor-

tunity to engage with experts, exchange ideas, and empower your community in the heart of 2024. The CML Mayors' Summit is where leadership meets action! Register at <https://tinyurl.com/ms57f7jd>.

MUNICIPAL PROSECUTORS WORKSHOP

Dec. 7

This workshop provides essential information and skills training for municipal

prosecutors. This training provides prosecutors with an opportunity to enhance advocacy skills and knowledge of municipal courts while networking with fellow municipal prosecutors. Past attendees have said it is a great CLE, and the best part of the day was spending time with other municipal prosecutors discussing problems and solutions. CLE Credits Submitted. Registration is online at <https://tinyurl.com/mvrern72>.



MUNICIPAL GRANTS & FUNDING OPPORTUNITIES

CHANGE MADE TO BROADBAND DEPLOYMENT GRANT CYCLES

Colorado’s Broadband Deployment Board is making a change to its grant schedule. The board does not expect to complete its two planned grant cycles, so it is planning one final cycle to take place with two reviews to ensure all remaining funds, including the High Cost Support Mechanism deposit scheduled for July, are awarded.

Board staff will host a webinar **Dec. 14** to introduce the new cycle timeline, and the application deadline will be **Feb. 15**.

The board will operate under normal application review procedures, except for the following suggestions. If funds remain after the award of grants, applicants not funded under the first review will be invited to resubmit an updated application for a second. Eligible resubmissions will be for applicants not

meeting minimum requirements. The board will work to re-review coverage data to determine if an update needs to be made.

More information is available at <https://tinyurl.com/yekf83re>.

DOLA awards \$47M in final round of homelessness grant programs

In the final round of the Transformational Homelessness Response Grant Program, the Colorado Department of Local Affairs, through the Division of Housing, recently awarded \$39,376,809 in funding across multiple counties in Colorado. Additionally, five Transformational Affordable Housing (Homeownership and Workforce) Housing Grant Program applicants received operational funds totaling \$8,225,249.

All selected applications are transformational and will fundamentally shift the landscape of homelessness within the project’s community, region, and

even the state, by transforming systems, programs, and outcomes while being responsive to the one-time nature of the funding provided. The main objective of all programs that have been awarded funding and the initiatives put forth within those projects is to prevent or end participants’ homelessness as efficiently and effectively as possible. Several municipalities were awarded grants.

- Denver — \$2,00,000, for rapid rehousing services.
- Arvada — \$1,914,000, for street outreach, emergency shelter hotel units, and bridge housing capacity.

- Greeley — \$3,421,400, for street outreach, bridge housing, and rapid rehousing.
- Loveland — \$595,000, for street outreach.
- Sheridan, Littleton, and Englewood — \$1,287,337, for emergency shelter and bridge housing.
- Delta — \$1,428,912, for street outreach and emergency shelter services.



THE FACES OF PUBLIC SERVICE



Throughout November and December, CML will profile various elected officials in cities and towns across the state concluding or continuing long terms of public service. Many of these officials have served municipal office for years, others for decades.



DALE BECKER, MONTE VISTA MAYOR

City of Monte Vista mayor 2018-present

Q: What does serving municipal office mean to you?

A: Serving in municipal office as mayor has been extremely rewarding because of the people I have met, those I have been able to help, and those I have gotten to know. I have learned much about the challenges and opportunities facing Monte Vista, many of which have resulted in victories for the city. Thanks to community support and my vision, the city has received several substantial grants that are moving our great community forward. In 2022, Monte Vista built an \$8.9 million conference and event center that is 54,000 square feet. The facility is bringing new revenue to the city and added interest to other economic ventures in town. Other grants have sparked opportunities for projects that respond to community feedback and help residents. My philosophy is: “Stay strong in your beliefs and always remember that you are doing this for your community and not for personal gain.”

Q: What is one thought you would like to leave with those currently serving or soon to take municipal office?

A: Have great courage, stay strong for the community, and support municipal staff.



ADAM PAUL, LAKEWOOD MAYOR

City of Lakewood councilmember 2007-2015, mayor 2015-2023

Q: What does serving municipal office mean to you?

A: Serving Lakewood for the last 16 years has been a true honor. Local government is the best form of governance. We are accessible and responsive, seeking solutions to everyday issues that affect the quality of life for all our residents. Police, parks, and potholes are our business; a pothole isn’t a Democrat or Republican; it just needs to be fixed, and that’s what we do. While our national and state politics continue to be polarized by partisanship, we must work to keep polarization from creeping into the protected spaces of non-partisan leadership in our cities and towns. By working together and focusing on the issues, we will continue to have great success.

Q: What is one thought you would like to leave with those currently serving or soon to take municipal office?

A: I’ve learned that good prevails, and while not necessarily in the time frame we want to see it, good will happen. It will happen when we continue to strive to be better and to care for one another.

CML LEGAL CORNER



Updated requirements under the Equal Pay for Equal Work Act

By Sarah Walker, CML law clerk

Beginning Jan. 1, 2024, municipalities must ensure that their hiring practices comply with new requirements added this year to the Equal Pay for Equal Work Act by Senate Bill 23-105 (SB23-105). While the amendments clarified some ambiguities, next year employers must follow new notice requirements to the 2019 law that sought to increase pay transparency in hiring by creating notice requirements for employers when they are hiring for or have recently filled a job opening. Note that SB23-105 also made changes to wage discrimination statutes.

DISTINGUISHING “JOB OPPORTUNITIES”

The 2019 law required notice to all employees for any “opportunities for promotion.” Regulations from the Colorado Department of Labor and Employment (7 CCR 1103-13(4.2)) carved out limited exceptions for positions that had automatic advancement or were for an interim period. For every other “opportunity for promotion,” however, municipal employers were required to make reasonable effort to provide notice to all current employees.

SB23-105 redefined the scope of the law to narrow the reasonable notice requirement to “job opportunities” only. That newly defined term includes only current or anticipated vacancies that are externally posted or for

which the employer is considering or interviewing one or more candidates. C.R.S. § 8-5-101(5.5). The disclosure required for “job opportunities” largely remained the same, but now must include the date the employer expects the application window to close. C.R.S. § 8-5-201(2).

The concept of a “job opportunity” specifically excludes “career development” and “career progression” movement. Career development is defined as a “change to an employee’s terms of compensation, benefits, full-time or part-time status, duties, or access to further advancement” as a reflection of work performed, or contributions already made. For example, movement of an employee who receives a raise or promotion based on the production of high-quality work is not subject to these requirements. Career progression means “a regular or automatic movement from one position to another based on time in a specific role or other objective measures. No notice is required if the employment action fits either definition, but employers must disclose the requirements of career progression to eligible employees.

NOTICE OF NEW HIRES

SB23-105 also requires municipal employers to make reasonable efforts to notify certain employees when a “job opportunity” is filled. C.R.S. § 8-5-201(3). Within 30 days

of a candidate assuming their role, a municipal employer must notify at least the employees who the candidate will work with regularly. This information includes: (1) the name of the candidate, (2) the candidate’s former job title if they were already employed by the employer, (3) the candidate’s new job title, and (4) information about how the employees can demonstrate interest in similar job opportunities going forward. This does not require municipalities to disclose or identify a selected candidate in any way that would violate their privacy rights under local, state, or federal law or in a way that would put the candidate’s health or safety at risk.

PENDING RULEMAKING

The Division of Labor Standards and Statistics will promulgate rules this fall that will clarify some of the changes made by SB 23-105. The rulemaking is expected to address the concept of “career development,” extensions of application windows, and requirements for temporary, interim, or acting hires, among other things. Municipalities should make sure to review the final rule that passes to decide how to proceed in these situations. For more information, visit cdle.colorado.gov.

This column is not intended and should not be taken as legal advice. Municipal officials are always encouraged to consult with their own attorneys.



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Featured in this issue:

- CML celebrates anniversaries of League, Ken Bueche Municipal Building
- The faces of public service
- Election webinar series for clerks
- Legal Corner: Updated requirements under the Equal Pay for Equal Work Act

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NEWSLETTER

