2020 SDA Annual Conference
Program Schedule Inside!
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Designed by Emmett Jordan
It's Almost Time for the 2020 SDA Annual Conference!

We are so excited to bring you this year’s SDA Annual Conference in our brand new, virtual format! We have an outstanding lineup of breakout session speakers who will provide valuable information on a wide variety of topics and issues (there are almost 30 sessions to choose from!). We will also feature keynote speakers who will be discussing hot topics that apply to everyone.

Did we mention the best part? All Conference attendees will have access to all the session material for three months so you can go back for a refresher or even watch a session you didn’t see the first time around!

On top of all this, we have two Exhibit Halls for our 17 Platinum Sponsors and our multitude of Gold, Silver, and Bronze Sponsors as well as all of our exhibitors (the exhibitor booth material will be available for three months as well!). Last but certainly not least, the Colorado Special Districts Property and Liability Pool has their own dedicated virtual lounge where they can answer all your risk management, safety, and coverage questions. The SDA Legislative Team will also be on hand in the Policy Chat with SDA Lounge for anything you would like to ask about legislative and policy issues affecting special districts. All and all, we have a dynamic and exciting three days planned!

SDA Executive Director

It’s not too late to register for this year’s Annual Conference!
And we’re bringing it to you on our new virtual platform so it’s easy and convenient to join right from your home or office! For more information and to register, please visit the SDA website at www.sdaco.org. But, don’t delay! The deadline is September 15!
## Opening General Session featuring Brandon Young  
**Perseverance is Greater than Endurance**

Join us as we kick off the 2020 SDA Annual Conference! We will begin with some opening and welcome remarks followed by an enlightening presentation from Brandon Young with Applied Leadership Partners. Endurance is admirable, but episodic. Perseverance is greater. Perseverance grows through protracted adversity and the determination to thrive regardless of your circumstances. As leaders and organizations we face the most harrowing times in our history. Brandon Young, former US Army Ranger, will take you into the Hindu Kush Mountain Range of Afghanistan circa 2003 and uncover principles about resolve, clarity, and commitment that will inspire and encourage.

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
<th>Facilitators</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:30-9:15 am</td>
<td>Opening General Session featuring Brandon Young</td>
<td>Brandon Young</td>
<td>Endurance is admirable, but episodic. Perseverance is greater. Perseverance grows through protracted adversity and the determination to thrive regardless of your circumstances. As leaders and organizations we face the most harrowing times in our history. Brandon Young, former US Army Ranger, will take you into the Hindu Kush Mountain Range of Afghanistan circa 2003 and uncover principles about resolve, clarity, and commitment that will inspire and encourage.</td>
</tr>
<tr>
<td>9:30-10:30 am</td>
<td>Session #1</td>
<td>Desi Santerre from the Colorado Department of Local Affairs; Ian Loffert from Colorado Water Resources and Power Development Authority; and Jim Van Horn from USDA Rural Development</td>
<td>Co-funding is crucial for some governments to be able to afford necessary water and wastewater infrastructure projects. State Revolving Fund, USDA, and DOLA loans and grants come together to offer excellent financing packages. Join us to learn how your district may be able use these state and federal funding sources for your next project.</td>
</tr>
<tr>
<td>10:45-11:45 am</td>
<td>Session #4</td>
<td>Chief TJ Steck and Division Chief Kara Gerczynski from Elizabeth Fire Protection District</td>
<td>This breakout session will use real life experiences to identify successes and failures in gaining the public’s trust. We will address the importance of using local politics, social media, and customer service when investing in the future of your special district.</td>
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### Thank you to this year’s Platinum Sponsors!

[Logo images of sponsors]
### Wednesday, September 23

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<thead>
<tr>
<th>Time</th>
<th>Session #5</th>
<th>Session #6</th>
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<tbody>
<tr>
<td>10:45-11:45 am</td>
<td><strong>Effective Communication: The Key to Successful Organizations</strong> Applied for 1 Hour CLE</td>
<td><strong>What Would DOLA Do?</strong></td>
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<td><em>Kimberly Searfource from Employment Matters</em></td>
<td><em>Chantal Unfug and Rachel Harlow-Schalk from the Colorado Division of Local Government; and representatives from Local Government Services, Colorado Resiliency Office, and Regional Managers</em></td>
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<td>The biggest challenges faced by most organizations are rarely legal. Nor do they arise from a lack of competence or commitment. While many employers focus on compliance, time might be better spent helping team members improve their communication and connection. Strong teams are formed by individuals who explore their biases and impact and strive to include all colleagues. These connected teams are the foundation of successful organizations — ones less vulnerable to legal challenges.</td>
<td>Join DOLA’s team and learn what they would do if they were in your shoes addressing COVID-19. Learn more about how to address:</td>
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<td>» Operational concerns including financial concerns/elections;</td>
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<td>» Tips on how to resiliently recover; and</td>
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<td>» Tips on potential funding sources</td>
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<tr>
<th>Time</th>
<th>Session #7</th>
<th>Session #8</th>
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<tr>
<td></td>
<td><strong>Governmental Immunity: Who is Immune and Why?</strong> Applied for 1 Hour CLE</td>
<td><strong>Field Mobility and GIS: Using Location Data and Visualization Tools to Enhance Decision Making and Operations for Special Districts</strong></td>
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<td><em>John Chmil from Lyons Gaddis</em></td>
<td><em>Devin Mulhern from Esri and Trip McLaughlin from North Line GIS</em></td>
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<td>Special districts are subject to the requirements of the Colorado Governmental Immunity Act (CGIA). Special districts enjoy protection from most legal claims for injuries or property damage (tort claims), but there are important waivers of immunity to understand in maintaining and operating the infrastructure of your district. In addition, district Directors, employees, and volunteers are provided immunity and a legal defense by the district when acting within the regular scope of their duties. Receiving a Notice of Suit is not the time to begin understanding the scope of immunity. This talk will provide an overview of the CGIA as well as an in-depth discussion of its most important components.</td>
<td>Understanding location is essential to efficient operations of special districts. Field applications help readily collect data about assets, prioritize maintenance, and assign work orders. Maps and dashboards provide clear visuals to help Boards and managers make data driven decisions for their districts. Hear from North Line GIS and Esri about how field applications and GIS can support your special district.</td>
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<tr>
<th>Time</th>
<th>Session #9</th>
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<tr>
<td>12:15-12:45 pm</td>
<td><strong>Annual Awards Presentation</strong></td>
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<td>Join us as we honor this year’s award winners! We are pleased to have this opportunity to recognize these outstanding districts, Managers, and Board member while sharing with you their incredible achievements.</td>
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<tr>
<td>1:00-2:00 pm</td>
<td><strong>Debt Best Practices for Board Members</strong></td>
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<td><em>James Mann from Ehlers</em></td>
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<td>It is really a matter of time before your district may need to issue debt, so what are some best practices you should follow when faced with the need to issue debt? From financial planning, deciding on your finance team, and determining the type of sale you are going to undertake to investing the proceeds and calculating arbitrage liability, this session will give you best practices to follow throughout the process.</td>
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Providing cost-effective, customized management and accounting services
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### Wednesday, September 23

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<thead>
<tr>
<th>Time</th>
<th>Session 10</th>
<th>Topic</th>
<th>Presenter(s)</th>
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<tbody>
<tr>
<td>2:15-3:15 pm</td>
<td><strong>All Hazards Emergency Management: A Framework for Dealing with COVID-19 and Any Substantial Emergency</strong></td>
<td>Applied for 1 Hour CLE</td>
<td>Bob Cole from Collins Cockrel &amp; Cole</td>
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An understanding of the framework for emergency management will allow special districts of all types to better prepare for, respond to, and recover from the next disaster, whether it be from tornado, fire, flood, snowstorm, or pandemic.

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<tr>
<th>Time</th>
<th>Session 11</th>
<th>Topic</th>
<th>Presenter(s)</th>
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<tbody>
<tr>
<td>2:15-3:15 pm</td>
<td><strong>Avoid Being a Victim of Fraud through A/P Best Practices</strong></td>
<td>Applied for 1 Hour CLE</td>
<td>Beth Chabot from NBH Bank; and Beth Warning and Diane Holbert from Pacific Western Bank</td>
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Accounts Payable can often lead to single points of failure. Learn how to avoid being a victim through brushing up on Accounts Payable trends, best practices, and fraud red flags with interesting case studies highlighting easy steps to protect you, your staff, and your district.

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<tr>
<th>Time</th>
<th>Session 12</th>
<th>Topic</th>
<th>Presenter(s)</th>
</tr>
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<tbody>
<tr>
<td>2:15-3:15 pm</td>
<td><strong>Top Ten Tips for Avoiding Condemnation</strong></td>
<td>Applied for 1 Hour CLE</td>
<td>Jamie Cotter from Spencer Fane LLP</td>
</tr>
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This session will discuss strategies for resolving the acquisition of property through negotiation rather than through condemnation litigation. It will focus on the most predictable pitfalls that undermine a district's ability to acquire property voluntarily, including a review of recent court decisions that provide guidance to districts in these circumstances.

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<tr>
<th>Time</th>
<th>Exhibit Halls, Chat Lounges, and Giveaway Game!</th>
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<tbody>
<tr>
<td>3:15-5:00 pm</td>
<td>Make sure to visit our two Exhibit Halls with our 17 Platinum Sponsors and our multitude of Gold, Silver, and Bronze Sponsors as well as all of our exhibitors. Here you can check out information on each company, find out all about the beneficial services they provide, and even live chat with the sponsor representatives. You will definitely want to spend time in both Exhibit Halls learning how these great companies can help your district. Plus, don’t forget to check out the CSD Pool Insurance Chat Lounge where representatives from the Colorado Special Districts Property and Liability Pool can answer all your risk management, safety, and coverage questions. The SDA Legislative Team will also be on hand in the Policy Chat with SDA Lounge for anything you would like to ask about legislative and policy issues affecting special districts. Last but not least, make sure you play our SDA (Spotlight Detective Activity) giveaway game to win BIG money and prizes! You can collect points by attending speaker sessions, exhibitor booths, and live chat lounges.</td>
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### Thursday, September 24

<table>
<thead>
<tr>
<th>Time</th>
<th>General Session featuring Elizabeth Garner</th>
<th>Topic</th>
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<tr>
<td>8:30-9:15 am</td>
<td><strong>What is in Our Future?</strong></td>
<td>Colorado State Demographer Elizabeth Garner will lead this educational discussion focused on Colorado’s growth response and census information. Her keen insight will shed light on what this means for our future.</td>
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<tr>
<th>Time</th>
<th>Session 13</th>
<th>Topic</th>
<th>Presenter(s)</th>
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<tbody>
<tr>
<td>9:30-10:30 am</td>
<td><strong>Meetings, Minutes, and Everything in Between</strong></td>
<td>Applied for 1 Hour CLE</td>
<td>Allison Ulmer from Collins Cockrel &amp; Cole</td>
</tr>
</tbody>
</table>

This program will cover the basics of how to run a public meeting in Colorado. You will come away from this session knowing how to post meeting notices; how to add an item to the agenda at the last minute; how to take minutes; how to conduct an executive session (this is a big one!); when you need a resolution or a motion; the advantages of adopting bylaws; and how to effectively manage public participation. We will cover the nitty gritty details that can trip up even the most seasoned Board members and staff.

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<thead>
<tr>
<th>Time</th>
<th>Session 14</th>
<th>Topic</th>
<th>Presenter(s)</th>
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<tbody>
<tr>
<td>9:30-10:30 am</td>
<td><strong>GOCO’s New Values-Based, Community-Driven Approach to Grantmaking</strong></td>
<td></td>
<td>Chris Castilian from Great Outdoors Colorado</td>
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Join Chris Castilian, Executive Director of Great Outdoors Colorado (GOCO), for a look at the organization’s 2020 strategic plan and program portfolio. The new plan will guide GOCO’s conservation and recreation funding strategy for the next five years and beyond and will serve as a compass for us to authentically engage communities and partners throughout Colorado. Join us to learn about the strategy as well as our newly launched Community Resiliency Program, which supports GOCO partners in light of COVID-19 impacts. We’ll also share the stories of inspiring, community-enriching outdoor projects from recent years.
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<th>Time</th>
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<tr>
<td>9:30-10:30 am</td>
<td><strong>Session #15</strong></td>
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<td><strong>Vested Outsourcing: 5 Game Changing Rules for Contracting Services</strong></td>
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<td><em>David Mortensen from Terracare Associates, LLC</em></td>
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<td>Vested outsourcing offers districts the opportunity to change the game in how they outsource services. Based on a research project sponsored by the US Air Force and conducted by the University of Tennessee, vested outsourcing shows how &quot;contracting or outsourcing&quot; should be performed to achieve the greatest results for your district. It presents an outsourcing relationship where both parties have a stake in maintaining the arrangement and work together to create a performance partnership. It also enables both the entity outsourcing and the service provider to achieve new levels of cost, service, and profitability.</td>
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<tr>
<td>10:45-11:45 am</td>
<td><strong>Session #16</strong></td>
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<td><strong>Continuing Disclosure Agreements and Special Districts that Borrow: Present, Past, and Possible Futures</strong> Applied for 1 Hour CLE</td>
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<td><em>John Eckstein from Fairfield and Woods</em></td>
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<td>Pursuant to federal SEC Rule 15c2-12 (adopted in 1989), state and local governments that issue debt and use Official Statements or Limited Offering Memoranda are usually required to enter into Continuing Disclosure Agreements. In the CDAs they agree to file with the Municipal Securities Rulemaking Board fact updates of certain of their original disclosures quarterly, annually, and when certain events occur for as long as their debt is outstanding. Rule 15c2-12 was amended in 2018 and more amendments are likely to be proposed. This presentation will cover the current requirements, common bond market practices involving districts to which the Rule does not apply, and anticipated changes.</td>
</tr>
<tr>
<td>11:45 am - 12:15 pm</td>
<td>Lunch break</td>
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<tr>
<td>12:15-12:45 pm</td>
<td><strong>General Session featuring Kelly Brough</strong></td>
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<td><strong>Finding Strength While Leading Through Crisis</strong></td>
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<td>In this informative and timely presentation, Kelly Brough, President and CEO of the Denver Metro Chamber of Commerce, will discuss leading through a crisis and the impacts that crisis creates. She will also examine the important step of looking to and building for the future after the crisis has passed.</td>
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<tr>
<td>1:00-2:00 pm</td>
<td><strong>Session #19</strong></td>
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<td><strong>CSD Pool Risk Management Technology Fair</strong></td>
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<td><em>Adam Johnsen and Alex Terlecky from the Colorado Special Districts Property and Liability Pool; and Chris Lawrence and Clare Epstein from Vector Solutions</em></td>
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<td>Are you ready to discover the future of risk management? The CSD Pool is committed to bringing its members bleeding edge technology that makes Colorado a safer place. Join us for this in-depth look at some of the newest tech we’re offering members. You’ll discover how to track unsafe situations and incidents; ensure every vehicle in your fleet is on hot standby; and how to handle icy roads safely every time.</td>
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Continued on page 11
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### Thursday, September 24

| Time          | Session #20 | Strategic Leadership for Special District Board Members  
|---------------|-------------|----------------------------------------------------------|
| 1:00-2:00 pm  | Continued   | **Jeffrey Arnold and Robert Spangler from Leading Associations**  
|               |             | District Managers often face a challenge of Board members crossing the line between leadership and operations. For groups with “working Boards,” this line is hard to define and becomes more of a dance than a clear agreement. This interactive program is designed to help district leaders clarify and identify where they are doing well and where they can focus on improvements in applying Strategic Leadership within the district. You will learn: key principles of Strategic Leadership; governance and Board best practices and their effect on future focus; strategic roles and responsibilities for Boards and staff; resource alignment—people, process, and budget; and the role organizational culture plays in Strategic Leadership. |

| Time          | Session #21 | Special Districts: The Building Blocks of Development in Colorado  
|---------------|-------------|---------------------------------------------------------------------|
| 1:00-2:00 pm  |             | **Jennifer Ivey from Icenogle Seaver Pogue**  
|               |             | Most municipalities and counties across the state require that growth pays its own way. As a result, developers are required to play a key role in providing public infrastructure in our communities. In many cases developers turn to special districts which are an invaluable tool in the construction of this necessary public infrastructure that is vital to new development. This presentation will examine the history of special districts, their fundamental role in development, and the ways in which prospective homebuyers can educate themselves about special districts. |

### Session #22

#### Going Down Isn’t Going Backwards  
**Brandon Young and Blayne Smith from Applied Leadership Partners**  
You have the strength to persevere and must find the resolve to succeed during these difficult times. So, how do we do it? Former Green Beret Commander, Blayne Smith, and former US Army Ranger, Brandon Young, will answer this question. Speaking from 45 years of combined Special Operations and business leadership, Blayne and Brandon will provide the tools necessary to help participants: 1) See the world as it truly is; 2) Develop the mindset to persevere; and 3) Commit to a set of skills that lead to success.

### Session #23

#### Covenant Enforcement Within Metro Districts  
**Peggy Ripko from Special District Management Services, Inc. (SDMS)**  
This informative session will discuss how covenant enforcement, including violations and architectural control, works within a metro district. We will also discuss how to help homeowners understand the difference between a district and an HOA.

### Session #24

**Dianne Criswell from the Special District Association of Colorado and the Colorado Special Districts Property and Liability Pool**  
This session will give your district tools to help you review your employment manuals (and other policies) to make sure they are up to date, as well as to help your district implement the new Equal Pay, Paid Leave, and Whistleblower legislation.

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<tr>
<td>3:15-5:00 pm</td>
<td>Don’t miss your chance to visit all of our sponsors and exhibitors and live chat with the representatives. There’s also still plenty of time to ask any of those burning legislative and policy questions you might have in the Policy Chat with SDA Lounge. The CSD Pool Team is on hand in their dedicated Lounge as well for all your insurance and risk management questions. If you haven’t completed your giveaway game, now’s a great time to do that, too!</td>
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### Friday, September 25

| Time          | General Session featuring JoAnn Groff  
|---------------|---------------------------------------------------------------------|
| 8:30-9:15 am  | **JoAnn Groff from Gallagher’s Property Tax Administrator**  
|               | will provide a brief tutorial on how the Division of Property Taxation researches their Residential Assessment Rate recommendation for a reappraisal year, how she established the guestimate she presented to the JBC in May, and what might be changing if the Gallagher repeal is passed by the voters in November. |

*Continued on page 13*
From the Western Slope to the Front Range and beyond

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<th>Session #</th>
<th>Title</th>
<th>Presenter(s)</th>
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<tr>
<td>9:30-10:30 am</td>
<td>Session #25</td>
<td>Business Unusual: Navigating Unique Employment Issues in 2020</td>
<td>Michelle Ferguson from Ireland Stapleton Pryor &amp; Pascoe, PC</td>
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<td>This session will discuss some of the various employment law issues brought on by the unique challenges of 2020, including paid sick leave under Families First Coronavirus Relief Act and the Healthy Families and Workplaces Act; considerations for keeping your workplace safe in light of the pandemic; and managing employee social media and first amendment issues relating to ongoing protests.</td>
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<tr>
<td>10:45-11:45 am</td>
<td>Session #26</td>
<td>How to Tell Your Story: Messaging in a Time of Shrinking Revenues and Budget Constraints</td>
<td>Sloane Dell’Orto and Mac Clemmens from Streamline</td>
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<td>Storytelling is a skill that all organizations should master, but none more so than special districts. When it comes to fighting for your budget, getting approval for a rate increase, or changing the way you provide services, if you haven’t effectively communicated your value, how can you expect to be successful? In this session we’ll explore a variety of storytelling strategies that will help you communicate your value, which types of storytelling are most effective for what medium, and more.</td>
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<tr>
<td>11:45 am-12:30 pm</td>
<td>Session #27</td>
<td>Defining Risk Management Today to Prepare for Tomorrow</td>
<td>Adam Johnsen from the Colorado Special Districts Property and Liability Pool</td>
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<td>Join us as we discuss risk management and detail ways you can start looking at your organizational risks today to better prepare for tomorrow. Although managing risk may seem like a herculean task, discussion will focus on the different types of risks and providing best practices to help you along your journey. Whether you’re just starting or already have a program in place, this session will leave you with a new perspective on approaching risk management within your organization.</td>
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<tr>
<td>12:45 pm-1:45 pm</td>
<td>Session #28</td>
<td>Cyber Security for Special Districts</td>
<td>Kevin Klein from the Colorado Division of Homeland Security and Emergency Management</td>
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<td>Cyber security is a concern for all local governments. What is the State Division of Homeland Security doing to protect you? This session will discuss the latest in what you need to know about cyber security.</td>
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<tr>
<td>1:45 pm-2:45 pm</td>
<td>Session #29</td>
<td>Water in the Wild West: Now and in the Future</td>
<td>Christine Arbogast from Kogovsek &amp; Associates, Inc.</td>
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<td>&quot;Whiskey is for drinking and water is for fighting.&quot; Join us for this informative conversation with a Colorado-grown advocate for issues of interest to special districts, most particularly water resources. Christine will talk to us about best advocacy approaches in our effort to partner with the federal government.</td>
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<tr>
<td>2:45 pm-3:45 pm</td>
<td>Session #30</td>
<td>Stressed about Elections? Pro Tips to Avoid Election Pitfalls for a Stress-Free (or Less Stressful) Election</td>
<td>Micki Mills from Collins Cockrel &amp; Cole</td>
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<td>Elections can be stressful. So, let’s talk about how we can make them stress-free or at least less stressful. This session will cover those tough issues that you may have faced and can now avoid, including what happens if your Director terms get off track.</td>
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<td>3:45 pm-4:30 pm</td>
<td>Closing General Session</td>
<td>Is Our Crystal Ball Clear, Cloudy, Cracked, or Broken?: A Look Back at the 2020 Legislative Session, Perspectives on the November Ballot Questions, and a Glimpse into the Future</td>
<td>Ann Terry, Evan Goulding, and Michael Valdez will take you on the roller coaster ride that was the 2020 Legislative Session. The Start, the Pause, the Re-Start, and the rush to the End. Then, the fun begins as the team takes a look into their infallible crystal ball and makes predictions for the upcoming ballot issues – both referred by the General Assembly and the initiated ones that successfully obtained the requisite signatures to make the November ballot. Finally, the team will gaze into the future and what may be in store with the 2021 Legislative Session.</td>
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The J. Evan Goulding District of the Year Award was established by the SDA Board of Directors to single out a district that demonstrates exceptional leadership and community spirit. This award recognizes a district’s major accomplishments, series of outstanding efforts, and a steady determination to serve its constituency. This year’s winner, Pikes Peak Library District, truly exemplifies these qualities.

The history of public libraries in the Pikes Peak Region began in October 1885 when the Colorado Springs Social Union established a library in downtown Colorado Springs. In 1905, a new library opened with funds donated by Andrew Carnegie and land granted by General William Jackson Palmer. In 1962, a majority of El Paso County citizens voted to establish a special taxing district, and Pikes Peak Library District (PPLD) was formed. After not joining the District initially in 1962, the town of Manitou Springs subsequently voted to join PPLD at the beginning of 2013.

As the second largest library system in Colorado, PPLD serves a population of more than 660,000 residents in El Paso County, with the exception of Security/Widefield School District #3. This includes all unincorporated areas and municipalities of Calhan, Colorado Springs, Ellicott, Falcon, Fountain, Manitou Springs, Monument, and Palmer Lake. The District is able to serve such a large number of citizens thanks to an employee base of nearly 475 full-and part-time staff and almost 1,700 volunteers. PPLD’s Board of Trustees consists of seven members from the community. The citizen volunteers are appointed jointly by the Colorado Springs City Council and El Paso County Commissioners for a maximum of two five-year terms.

The District currently operates 16 facilities throughout the county. In addition to the large collections of physical and digital materials that are available, a number of sites also feature state-of-the art services, such as makerspaces and studios. PPLD’s makerspaces offer access to tools, materials, and machines to help bring patrons’ creative visions to life. Equipment such as 3D printers; laser engraving and cutting machines; and assorted handicraft and art tools are all available for use. In the District's studios, Library cardholders have access to items such as cameras, audio mixers, and even a green screen to produce professional-grade recordings. Moreover, the District operates a three-vehicle mobile fleet that delivers library services to more rural and remote areas as well as to communities for individuals who have limited mobility.

The District has also established a number of strategic partnerships to help serve their local community. For example, the new Pikes Peak Culture Pass program allows patrons to explore museums and attractions in the Pikes Peak region at no cost. By collaborating with local organizations, PPLD provides free admission passes for check out, increasing opportunities for education and cultural learning. In addition, the District has expanded its adult learning programs in recent years. Career Online High School is an online high school diploma and career certification program provided by PPLD. Students can choose a major from a list of high-growth, high-demand career fields and complete coursework to develop the skills and knowledge that employers are looking for. The District also offers English as a Second Language classes and food industry training.

In 2018, in partnership with The Place (formerly Urban Peak Colorado Springs), the District launched a first-of-its-kind initiative in Colorado aimed at helping teen runaways and youth experiencing homelessness. The partnership resulted in PPLD locations becoming a part of the National Safe Place Network. As a part of this network, an at-risk youth can enter the library and ask for help. From there, the library staff can contact The Place who will then arrive and begin to find the appropriate assistance.

During the ongoing COVID-19 pandemic, the District transformed its library services to expand access beyond the traditional use of libraries. PPLD launched a number of virtual programs and began offering curbside services. When the pandemic first began and there was concern over a shortage of personal protective equipment (PPE), the District became involved with a group called Make4COVID, whose wide network of members worked together to 3D print PPE. As part of the effort, PPLD distributed several of its larger 3D printers to makers in the community who were then able to make face shield parts in the safety of their own homes. The District staff also used sewing machines and smaller 3D printers to assist in this vital work.

For nearly 60 years, Pikes Peak Library District has welcomed all members of their local community to enrich their minds, make connections, and reach their full potential. Through innovative initiatives and programming, resourcefulness, and responsiveness to the needs of their patrons, the District is truly living its mission to provide library resources and services that impact lives and build community across El Paso County.
2020 Manager of the Year Award Winner

**Launa Rae Warinner**

Mountain Water and Sanitation District

Launa Rae Warinner has been with the Mountain Water and Sanitation District for 28 years and currently serves as the District Manager. Since the time she started, Launa Rae has been responsible for keeping track of and submitting all the reports for the District. In her role as District Manager, she is also responsible for ensuring that all staff are performing their jobs in a timely manner to meet state requirements and customer needs. Moreover, as a small district operating within a tight budget and with a small staff, each person must be able to master their job duties and back each other up as needed. Launa Rae herself has learned the detail for every staff role and can assist all the operators when necessary. She has also implemented a system to document all the various procedures that need to be followed for the District’s water and sanitation functions to ensure safe and clean water distribution and quality wastewater treatment and disposal. This documentation system has allowed new staff to easily assume their duties. In addition, Launa Rae has developed and managed the District newsletter to inform residents of needs and problems so they are aware of new initiatives, rate changes, and bond issues as they arise. She also created and maintains the District website to educate the community of issues as they emerge. Launa Rae anticipates needs, communicates well, and is diplomatic with staff and citizens alike. She is truly the rock and foundation of the District not only for its staff, but also for the Board.

2020 Manager of the Year Award Winner

**Brian Woods**

Clifton Sanitation District

Brian Woods recently retired in his 29th year with the Clifton Sanitation District. He first served as the Collection System and Treatment Plant Operator before becoming District Manager in 2005. During his tenure as District Manager, Brian was responsible for the development and implementation of numerous policies and procedures, training practices, personnel manuals, rules and regulations, pretreatment programs, and an award winning safety program. Moreover, he oversaw the development of both short and long range planning to ensure the District was appropriately funded while providing the highest level of service and controlled rates as well as a treatment facility that meets current and future regulations. In addition, during his time as District Manager, the District experienced rapid and tremendous growth combined with substantial regulatory changes and numerous collection system infrastructure improvements. Brian met this challenge through quick decision making and critical thinking while at the same time maintaining the vision of the best path forward for the constituents of the District. By proactively analyzing and setting rates and aggressively pursuing grant opportunities, the financial burden of necessary treatment plant and collection system construction projects has been managed, and the District is in a strong financial position with future development and water quality regulation already planned for. Brian has also led the District’s community involvement. For example, the current treatment facility is constructed with its exposure to the public in mind. It presents an aesthetically appealing and functional method for wastewater treatment right in the community, including a riverfront trail system along the south edge of the facility installed as a partnership with Mesa County. School tours and training opportunities have also been embraced throughout Brian’s time at the District to enhance the community’s understanding of the importance of utilities and minimization of environmental impacts from the District’s activities. Brian has also partnered with numerous community organizations, including the Colorado River District and Colorado Parks and Wildlife, on projects to improve the environment through rehabilitation of District owned properties. From his ability to work with and understand the position of everyone around him to his comfort in running equipment or presenting to a grant committee, Brian’s unwavering dedication to the District has been evident in all that he has done.

It’s not too late to register for this year’s Annual Conference!

And we’re bringing it to you on our new virtual platform so it’s easy and convenient to join right from your home or office! For more information and to register, please visit the SDA website at www.sdaco.org. But, don’t delay! The deadline is September 15!
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For more information please contact Chris Blackwood at 303-929-7102 or visit www.csipinvest.com.
2020 Board Member of the Year Award Winner

Jim Cox
Lake Dillon Fire Protection District and Summit Fire & EMS Authority

Jim Cox has served on the Board of Directors of the Lake Dillon Fire Protection District for 17 years and is currently the President of the Board of both Lake Dillon Fire and Summit Fire & EMS. Jim began his tenure on the Board with the former Snake River Fire Protection District, and over the years, he has been an integral part of three mergers/consolidations, which was no small feat. The first consolidation was between Snake River Fire and Lake Dillon Fire in 2005. The second one, in 2019, was the merger of the Copper Mountain Consolidated Metro District’s fire department with Lake Dillon Fire to form the Summit Fire & EMS Authority. The third merger, on January 1, 2020, was between Summit Fire & EMS and the Summit County Ambulance Service, an enterprise under Summit County government. These were all politically and emotionally charged events that brought four different organizations together for the betterment of the community, both economically and operationally. There were also unique challenges in creating a budget between a fire district and a metro district as part of an authority model and in creating a budget with an authority model and an enterprise fund. Jim saw these efforts through with a high degree of patience and vision as well as outstanding leadership. The organization now operates very efficiently with a talented staff of over 100 personnel. In addition to overseeing these three successful consolidations, Jim has also played an essential role in two successful mill levy elections, a Gallagher-relief election, and the accreditation process for Summit Fire & EMS through the Center for Public Safety Excellence. Jim was also a key leader in the completion of a new administration building for Summit Fire & EMS, which houses the staff members of Lake Dillon Fire/Copper Mountain Consolidated and Summit County Ambulance under one roof. In addition, through effective budget guidance and strong negotiation with the Summit County government, Summit Fire & EMS was able to obtain the land needed for the headquarters at no cost and with the county contributing some of the expenses as part of the merger with its former ambulance service. Moreover, there is virtually no charitable or worthy cause with a volunteer-staffing need within the local community where Jim does not serve (he has even been a volunteer at the registration desk of the SDA Annual Conference for years!). Jim demonstrates a true passion for excellence, and his ongoing dedication is exemplified in his remarkable service to the District.
In the flurry of workplace and personnel bills adopted in the whirlwind final days (and nights) of the recently ended Legislative Session, perhaps none will be as impactful and far reaching as Senate Bill 20-205, which mandates employers to provide paid sick leave to most employees.

Beginning January 1, 2021, all employers with 16 or more employees will be required to provide paid sick leave for all employees. Then from January 1, 2022, the exception will go away for employers with less than 16 employees, and all employers will be included. This includes the State and its agencies; counties; cities and counties; municipalities; school districts; and any political subdivisions of the state, but does not include the federal government.

On their first day of employment, employees will begin to accrue paid sick leave at the rate of one hour of leave for every 30 hours worked by an employee, not to exceed 48 hours each year, unless the employer’s policies permit a greater annual accrual.

You, dear readers, may have some questions about this 22-page law.

**Question:** Can accrued sick leave hours be carried over into a subsequent year?

**Answer:** Up to 48 hours of accrued but unused sick leave can be carried forward and may be used in a subsequent year, but an employer is not required to allow an employee to use more than 48 hours of paid sick leave in a year.

**Question:** If we already have a paid sick leave policy, will that satisfy the new law?

**Answer:** An existing program will satisfy the new law if it meets the accrual rate requirements and if the sick leave can be used for the conditions that are part of the new law.

**Question:** If an employee leaves the employment with accrued but unused sick leave, is the employer required to pay for the unused hours?

**Answer:** The law does not require employers to provide financial or other reimbursement of unused sick leave upon termination, except the employee may be entitled to reimbursement in a case where a tribunary act by the employer prevented the employee from using the hours.

If an employee returns to employment within six months of separation, the accumulated hours are reinstated, unless they had been converted to monetary compensation.

**Question:** How are part-time and hourly and commission employees treated?

**Answer:** The bill appears to treat part-time and hourly employees the same as full-time, 40 hours per week employees. The paid family leave in this legislation means time off from work that is compensated at the same hourly rate or salary and with the same benefits, including health care benefits as the employee normally earns during the hours worked.

The same rate or salary does not include overtime, bonuses, or holiday pay. For employees paid on a commission basis, the hourly rate or salary means a rate of no less than the applicable minimum wage.

For employees paid hourly, weekly, or monthly wage, and also paid on a commission basis, the wage means the rate of pay equivalent to the employee’s hourly, weekly, or monthly wage or the applicable minimum wage, whichever is greater.

**Question:** When will employees begin to accrue hours, and when can they begin to use the paid leave?

**Answer:** The employee begins to accrue paid sick leave when employment with an employer starts. The employee can begin to use the paid sick leave immediately as it is accrued, for covered events.

**Question:** If an employee has accumulated paid sick leave under an employer program prior to the effective date of SB 205, will those hours be recognized as fulfillment of this new requirement?
Answer: The bill is silent on this issue, although it is assumed that pre-earned time will carry into the new program, probably as a supplement to the first year’s accumulation, subject to the 48 hours per year that can be used.

Question: Under what conditions must an employer allow an employee to use accrued paid sick leave to be absent from work?

Answer:

1. When the employee or a family member has a mental or physical illness; injury; or health condition that prevents the employee from working.
2. The employee needs to care for a family member who has any of the above listed reasons.
3. The employee or a family member has been the victim of domestic abuse, sexual assault, or harassment. This includes seeking medical attention for the employee or family member; obtaining services from a victim services organization; obtaining mental health or other counseling; seeking relocation; or seeking legal services resulting from the domestic abuse, sexual assault, or harassment.
4. In a public health emergency, if a public official has ordered the closure of the employee’s place of business or the school or place of care of the employee’s child and the employee needs to be absent from work to care for the child.

Additional Paid Sick Leave During a Public Health Emergency
In addition to paid sick leave accrued otherwise, on the date a public health emergency is declared, each employer in the state shall supplement each employee’s accrued paid sick leave as necessary to ensure that an employee may take the following amounts of paid sick leave for the purposes specified under this section:

1. For employees who normally work 40 or more hours in the week, at least 80 hours;
2. For employees who normally work fewer than 40 hours in a week, at least the greater of either the amount of time the employee is scheduled to work in a 14-day period or the amount of time the employee actually works on average in a 14-day period.

An employee may use paid sick leave under this section until four weeks after the official termination or suspension of the public health emergency. An employer shall provide its employees the paid sick leave required in this section for the following absences related to a public health emergency:

1. An employee’s need to:
   a. Self-isolate and care for oneself or a family member who is self-isolating;
   b. Seek or obtain medical diagnosis, care, or treatment for self or a family member if experiencing symptoms of a communicable disease;
   c. Seek preventive care concerning a communicable disease; or
   d. The public health authority having jurisdiction has closed or made unavailable the workplace of the employee or a child or other family member whose care depends upon the employee.

An employee is only eligible for paid sick leave in the amounts described in this section once during the entirety of a public health emergency even if such public health emergency is amended, extended, restated, or prolonged.

Paid Sick Leave Related to COVID-19
Employees in the state shall comply with the federal “Emergency Paid Sick Leave Act” in the “Families First Coronavirus Response Act.”

Employee Rights Protected, Retaliation Prohibited
An employer shall not take retaliatory personnel action or discriminate against an employee or former employee because the person has exercised, attempted to exercise, or support the exercise of rights protected under this section, including the right to request or use paid sick leave pursuant to this section; the right to file a complaint with the division or court or informing the person about the employer’s alleged violation of this section; the right to participate in the investigation, hearing, or proceeding or court; or cooperate with or assist the division in its investigations of alleged violations of this section; and the right to inform the person of the person’s potential rights under the section.

It is unlawful for an employer to count paid sick leave taken by an employee pursuant to this section as an absence that may lead to or result in discipline, discharge, demotion, suspension, or other retaliatory personnel actions against the employee.

Notice to Employees, Penalty, Rules
Each employer shall notify its employees that they are entitled to paid sick leave, pursuant to rules promulgated by the division. The rules must require the notice to specify the amount of paid sick leave to which employees are entitled and the terms of its use; notify employees that employers cannot retaliate against employee for requesting or using paid sick leave; and that an employee has the right to file a complaint or bring civil action if paid sick leave is denied by the employer or the employer retaliates against the employee for exercising the employee’s rights under the section.

An employer complies with the notice requirements of this section by:

1. Supplying each employee with a written notice containing the information specified above that is in English and in any language that is the first language spoken by at least 5% of the employer’s workforce; and
2. Displaying a poster created by the division in a conspicuous and accessible location in each establishment for the employer’s employees that contains the information required by this section in English and in any language that is the first language spoken by at least 5% of the employer’s workforce.

3. If an employer does not maintain a physical workplace, or an employee teleworks or performs work through a web-based platform, the employer shall provide the notice required in this section through electronic communication or a conspicuous posting in the web-based platform.

An employer who willfully violates these provisions is subject to a civil fine not to exceed $100 for each separate violation.

Note: This article is a summation of highlights of the newly enacted law, and does not cover every provision or detail. It does not constitute legal advice or counsel. Concerned readers should consult legal counsel and read the entirety of the bill for themselves.
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In answer to your question, I am referring to the Sample Board of Directors Policy Manual, which the Special District Association has on file. It is an excellent source for developing a policy manual for the Board to follow.

The Board of Directors is the governing authority of the district. Apart from his/her normal function as a part of this unit, or as directed by the Board, no individual Director may commit the district to any policy, act, or expenditure. All powers, privileges, and duties vested in or imposed upon the district shall be exercised and performed by and through the Board. The Board may delegate to officers, employees, and agents of the district any or all administrative and ministerial powers, but cannot delegate away the ultimate responsibility for the governance of the district.

**Representation**

The Board of Directors as a whole should not represent any factional segment of the district, but rather represent and act for the district as a whole. The Board of Directors shall comply with and be guided by applicable state laws and regulations including the Colorado Special District Act and applicable state and federal laws and regulations.

**Officers**

Annually, at the first regular Board meeting following the biennial election of Board members, and during the same month in the following year, the Board should select a President, Vice President, Secretary, and Treasurer for the next year.

**President**

The President (Chairman) should perform the duties of presiding officer at all meetings of the Board of Directors; carry out the resolutions and orders of the Board of Directors; and perform such other duties as the Board of Directors prescribes.

**Vice President**

When the President resigns or is absent or disabled, the Vice President (Vice Chair) shall perform the President’s duties. When the President disqualifies himself/herself from participating in an agenda item, the Vice President shall perform the duties of the presiding officer.

The Board may delegate to officers, employees, and agents of the district any or all administrative and ministerial powers, but cannot delegate away the ultimate responsibility for the governance of the district.

**Secretary**

The Secretary shall be a member of the Board, and shall be responsible for seeing that accurate minutes of Board meetings are kept and preserved.

**Treasurer**

The Treasurer can be, but need not be, a member of the Board and shall be responsible for seeing that appropriate financial procedures are in place and that accurate financial records are kept. The Treasurer shall also be responsible to see that an annual budget is prepared and adopted pursuant to the provisions of the Colorado Budget Act. The Board may designate the Manager or another employee as the district Treasurer.

**Manager**

The Board may appoint a Manager or contract with an administrator to serve for such term and upon such conditions, including compensation, as the Board may establish. The Manager shall have general supervision over the administration of the affairs, employees, and business of the district. He/she shall also be charged with the hiring and discharging of employees and the management of district properties. The manager, as authorized by the Board, can have the care and custody of the general funds of the district and shall deposit or cause to be deposited the same in the name of the district in such banks or savings associations as the Board may select.
From where I stand, the Northern Integrated Supply Project (NISP) is beneficial not just for the Fort Collins-Loveland Water District (FCLWD), but Northern Colorado as a whole.

I think most can agree water is a valuable commodity here in Colorado. Water in the West is important to everyone, from brewers who rely on pristine water to create amazing beers, to anglers who spend their leisure time catching trout, to homeowners who expect clean, fresh water to come out of their tap. Water is the lifeblood of Northern Colorado, and without it, we find ourselves suffering from droughts and wildfires.

For this reason, the FCLWD Board of Directors advocates strongly for NISP as a key tool to help supply water to our growing region. NISP will deliver two new reservoirs, providing the entire northern Front Range with 40,000 acre-feet of new, reliable water at a time when additional sources are becoming hard to come by.

Projections indicate that by 2032, just 12 years from today, FCLWD will need an additional 8,000 acre-feet of water to meet the needs of our growing service area.

The board recognizes there is no magic bullet to solve this problem. It will take all us helping in a variety of ways to both conserve and supply high-quality water for future generations.

As important as conservation is, and FCLWD has a number of robust programs in place to reduce usage, the district still needs to add water resources to its portfolio.

Our board has spent countless hours researching several conservation and supply options, and we believe this collaborative, long-term regional water supply project is the best option to secure water for our future and our children’s futures.

Other alternatives have proven too expensive or impactful to other users, such as agriculture. Already too many farmers have had to fallow their fields to supply thirsty communities. In fact, 64,000 acres of farmland would need to be dried up to meet the 40,000 acre-feet NISP will provide.

It can be easy to focus on one issue, such as conservation, as opposed to taking into account multiple factors and the larger regional need for water. NISP participants have already reduced water usage by 30% since 2000 through conservation.

But a new supply is still needed. NISP offers a long-term solution by balancing water supply with a number of environmental considerations.

After more than 15 years of working with environmental advocates, this project improves base and peak flow conditions, fish passage, habitat improvements, and more as part of the Fish and Wildlife Mitigation and Enhancement Plan.

NISP will also add recreational opportunities to the region, including 1,600 new surface acres. These additional improvements benefit everyone living here, not just our customers.

Colorado is a great place to live, and more people will continue to move here to enjoy everything it has to offer. NISP ensures that we will have the water to meet those new demands.

To learn more about NISP and get involved, visit https://fclwd.com/water/nisp/
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