

Special District Association of Colorado

SDA NEWS

AUGUST/SEPTEMBER 2024

Supporting Community-Based Government

*The SDA Annual Conference
is Right Around the Corner—
Breakout Session Preview Inside!*



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Designed by Emmett Jordan



You Don't Want to Miss this Year's SDA Annual Conference!

We are so excited for the 2024 SDA Annual Conference, September 10-12 at the Keystone Conference Center!

We are thrilled to bring back our hybrid format, with both an in-person and livestreaming option. The entire Conference will be held in-person at the Keystone Conference Center, and just like the last few years, our keynote presentations and breakout sessions will be livestreamed to a convenient online platform that will provide access for those who would like to join us remotely.

What's more, the breakout sessions will all be recorded, and everyone who registers will have access to the virtual platform and recordings for a year, including everyone who attends in-person! Plus, **there will be CLE opportunities** not only for the **in-person sessions**, but also for the recorded sessions, which provide **home study** CLE options. We know this hybrid format provides huge benefits for all our attendees, and we are happy to offer it again this year.

Altogether we have over 40 sessions planned, which will provide an opportunity for participants to hear from a variety of experts on pertinent issues for special districts. We will also have a **special panel discussion dedicated to property tax issues** on Thursday morning.

Our lineup of breakout sessions this year is stellar, and **the sessions start early on Tuesday morning.** All three days of Conference are jam-packed, with a wide variety of universally applicable topics for all district types as well as sessions that are more technical in nature.

On top of all of this, **our entertaining and informative keynote speakers** will offer their unique insight and perspective into big picture ideas that apply to all of us (see below for more details!).

In addition, we are bringing back our **Discussion Forums on Tuesday afternoon!** We added this feature to the schedule last year, and the dedicated time for focused conversations on specific topics was very valuable. This will once again be a perfect opportunity for you to meet other attendees who are facing similar challenges. We are finalizing the details of the topics and our discussion leaders so keep an eye out for more details to come!

We are also bringing back **the outdoor event tent space that will be set up on the Conference Center patio.** This additional space will be a perfect place to relax during the breaks between sessions or even as a place to **set up your laptop and headphones to tune into any sessions that might fill up.** Since we will be livestreaming the presentations to our virtual platform, if you find a meeting room that's full, but you would still like to listen in, you will be able to access the livestream right on your laptop!

During the registration process, you will be able to choose the in-person option or the livestream only option. Both of these include access to the virtual platform and all the recordings for one year.

As you are making all your plans to join us, the following is a general outline of how each day of Conference is shaping up.

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Tuesday, September 10

- » **Plan to get there early! The Conference begins at 7:15 am** with a welcome breakfast, the singing of the National Anthem, and the Presentation of the Colors.
- » Immediately following our opening activities, we are thrilled to be joined by our **breakfast keynote speaker, Pete Blank**. Pete will be sharing some enlightening lessons from popular TV shows on organizational culture. He'll have you laughing and learning at the same time!
- » The day will be filled with **educational and timely sessions** for both Board members and managers alike. Whether you are new to your position or have served in your role for years, there will be something for everyone.
- » Our **Awards Luncheon** will be on Tuesday so we have a chance to honor our winners on the first day! Join us as we celebrate these exceptional Board members, Managers, and districts.
- » Tuesday's lunch will also feature **Justin Forsett**. Many of you will remember Justin from his many years in the NFL, and he will be sharing his inspirational message on building resilient teams.
- » Tuesday afternoon is when we will offer our **Discussion Forums** (see above)! Our topics are really coming together so stay tuned for more...
- » Following the Forums, take a few minutes to relax and visit with your fellow attendees on the beautiful patio at the Conference Center as our **Opening Night Celebration** begins!
- » This year we have turned Tuesday night into a **game night!** The casino tables were so popular last year that we have moved them to Tuesday, and we are bringing in more tables! We'll of course also have lots of **amazing food and even other games to play!**

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2024 SDA Annual Conference

Tuesday, September 10 through Thursday, September 12

Keystone Conference Center

Wednesday, September 11

- » **Sarita Maybin** will kick off the day with her enlightening program “**If You Can’t Say Something Nice, What DO You Say?: Practical Solutions for Working Together Better.**” Sarita will provide practical approaches and important tips for delivering challenging messages and maintaining positive relationships.
- » Pertinent and informative sessions will take place all morning, with a **goodie break** in between.
- » Our lunchtime keynote speaker, **Jon Petz**, will have you step into a world of wonder and discover the secrets to creating extraordinary value in every interaction in his one-of-a-kind keynote experience.
- » Along with additional educational sessions, the **Colorado Special Districts Property and Liability Pool Annual Membership Meeting** will take place on Wednesday afternoon. This meeting will feature a keynote presentation from **Sam Light, the Deputy Executive Director/General Counsel for CIRSA**. Sam will be discussing the fiduciary responsibility and legal liabilities of Board members and management staff.
- » If you missed the first goodie break in the morning, you can catch another one in the afternoon!
- » Back by popular demand is our **Boots and BBQ event on Wednesday evening!** Wear your favorite pair of boots as you enjoy delicious BBQ with all the fixings right on the Conference Center patio. And, we will once again feature music from perennial favorite, **Randall McKinnon**.





Thursday, September 12

- » At Thursday's keynote breakfast, **John Sileo** will walk through the fascinating and multi-faceted world of cybersecurity and discuss how you can build a powerful cyber defense strategy.
- » There will be a **full track of sessions following breakfast**, and then we will be holding a **special panel discussion dedicated to property tax issues in the main ballroom**. Given the ongoing and significant conversations around property tax issues, we are thrilled for the opportunity to dedicate time to focus on this topic.
- » We are once again offering our **Grab-and-Go Lunch** that you can stay and enjoy before heading home or take with you in the car. This has worked well the past few years, and we are pleased to offer this flexible lunch option again.
- » Thursday will be a full day, and we will conclude at the perfect time to get you back on your way!

All of this and much, much more awaits you at the 2024 SDA Annual Conference, September 10-12 at the Keystone Conference Center!
For more information and to register today, please visit the SDA website at www.sdaco.org.
We look forward to seeing you in September!

Register Today!

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The SDA Annual Conference is Right Around the Corner!

Here's a Preview of the Breakout Sessions!

The 2024 SDA Annual Conference will be here before we know it! Here is a preview of the breakout sessions, which start first thing on Tuesday, September 10.

Please remember as you read through all these great classes, especially the sessions on overarching topics like employment law and open records, that **they aren't just for Title 32 districts; they apply to all types of districts!** And don't forget that **we will have plenty of CLE opportunities available**, including for in-person attendance and home study for the recorded sessions.

You won't want to miss this information-packed, three-day event so make your plans now to join us at the Keystone Conference Center, September 10-12!

Find out more and register online at www.sdaco.org. We look forward to seeing you there!

Tuesday, September 10

Fraud Awareness in Special Districts: Identifying and Addressing Fraud Risks

Ayla Grady from CliftonLarsonAllen

This enlightening session will provide an overview of common fraud schemes in special districts and discuss how to address vulnerabilities and fraud risks. Participants will learn how to identify red flags of fraud and strategies that can be implemented to help prevent and detect instances of fraud.

Getting the Yes Votes When You Need Them Most

*Chief TJ Steck and Kara Gerczynski from
Elizabeth Fire Protection District*

Get ready for an engaging and fun-filled learning experience! This breakout session will equip you with the tools and tactics you need to win the support of your community and voters. Have you ever wondered if your community will stand by you when times get tough or funds are low? This class is your answer! Through interactive discussions and real-world examples, you'll discover strategies to rally your community and secure their backing. Join us for an exciting session that promises not only valuable insights but also a great time learning how to turn challenges into opportunities and build lasting support.

Why is Our Attorney Calling Their Document a POS?: Demystifying Bond Terminology and the Issuance Process

Kim Crawford and Dalton Kelley from Butler Snow LLP

In this session, we will discuss basic bond terminology and give a general overview of the bond issuance process, including the requirements for a TABOR election for debt and tax increases; when and if you need to have an election, focusing briefly on enterprises; the bond issuance process and the parties involved; and general timelines for a TABOR election and bond issuance. We will also discuss what Boards and district staff should think about and prepare for in connection with the issuance of bonds. We will also briefly discuss what Boards and district staff should know regarding debt and the applicable statutory and constitutional limitations.

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Overcoming the Mounting Challenges of Indirect Potable Reuse: Cherokee Metro District's 25 Year Journey to Making Water Sustainability a Reality

Joshua Watkins from Cherokee Metropolitan District

Cherokee Metro District provides water and wastewater service to over 25,000 people in eastern El Paso County. The district has a unique and limited groundwater supply that was dwindling by the year 1999. The district and a neighboring district embarked on an ambitious aquifer recharge and indirect potable reuse plan that spanned the next 25 years. This session will educate other district leaders on how to adapt and overcome unexpected challenges and delays in pursuit of long-term goals while continuing to deliver high quality services to district customers. It will also walk through the infrastructure and regulatory requirements of future water reuse plans and hopefully help other districts make informed planning decisions to return the best value to their customers.

Keeping Good Records: A GIFT to Your District's Future Self

*Katie James from Folkestad Fazekas
Barrick & Patoile, PC*

Most district Board members and Managers understand CORA requirements for public records keeping, but how well do you understand the impact of these records on the work of future Boards? From agendas and minutes to contracts, financial documents, and district-related emails, every piece of information plays a crucial role in maintaining transparency and ensuring smooth transitions when new Board members are elected. Join us for a dynamic session where we'll delve into the legal and practical implications of thorough record-keeping. Through real-world case studies, we'll uncover the pitfalls of inadequate content in district records and highlight the essential practices for creating valuable records. Learn how the right content can empower future Boards and avoid the common mistakes that can hinder their effectiveness. Don't miss this opportunity to understand the hidden power of public records and how they can make or break the success of your district's governance.

Collaborate!: Working Together Toward a Common Vision for Our Community

*Stephanie Ralph from Summit County
Library; and Peder Hansen and Alyssa
Giger from Summit School District*

To achieve exceptional results, local organizations are affecting change by unleashing the power of collaboration. In 2024, the Summit County Libraries and the Summit School District started working together to promote reading and literacy through the One Community, One Card program. All Summit County school children now have immediate access to a public library card for their entire school career. This presentation will present the benefits, steps, and lessons learned along the way to launching this successful collaborative effort.

Navigating the Employment Claim Journey: From Complaint to Courtroom

*Marni Nathan Kloster and Ashley Hernandez-
Schlagel from Nathan Dumm & Mayer PC*

Curious about how employment claims unfold and their impact on district staff? This exciting and informative presentation is for you! Employment issues and claims can be daunting, but we're here to demystify the process. Join us as we take you on a journey through the entire lifecycle of an employment claim. From the moment an employee raises a complaint, through the investigation, documentation, administrative steps, and all the way to potential litigation, we'll break it down in a way that's easy to understand. Learn the essential steps, discover the do's and don'ts, and find out what district employees can expect at every stage. This is your chance to gain practical insights and feel confident handling employment claims, all without needing a law degree!

Cybersecurity in the World of AI: 10 Strategies to Stay Safe

Mac Clemmens from Streamline

As AI gains prominence, cybercriminals are leveraging its power for more sophisticated, personalized attacks. In this insightful session, we explore the evolving landscape of cybersecurity threats heightened by the integration of AI, with a special focus on recent attacks targeting critical infrastructure. We will share practical strategies to safeguard your digital domain, address vulnerabilities, and fortify defenses against personalized and sophisticated cyber attacks. Attendees will leave with ten steps to ensure a robust defense against ever-evolving cyber threats.



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How to Create a Communications Program that Matches Your Mission — And Your Resources

Jennifer Dulles from Stonegate North Villages Metropolitan District

In an era with increased calls for transparency — and where everyone expects information online — it is easy to feel overwhelmed. How do you build a communication platform that meets those needs, without burdening your employees with new responsibilities? How much communication do your key constituents need — and how can you determine what is a “must have” versus what is a “nice to have” as you evaluate communication channels. Must your special district be on every social media platform? And can the website be a stripped-down single-page bulletin style — or does it need a more robust approach — with photos, graphics, and weekly updates? And what implications does the new ADA legislation create as these decisions are made? If you’ve ever wondered what to invest in — and what to let go of — or struggled to decide where you should invest — this session is for you.

Updating Bylaws: When, How, and With Whom

Matt Gray from White Bear Ankele Tanaka & Waldron

Bylaws are the foundation of every special district. Over time bylaws can become outdated due to technology, new laws, name changes, and changes in scope of service and demography of communities. This session will delve into how often bylaws should be revised; how to go about the process; and who can and/or should be involved to ensure open and transparent updates and revisions.

Unveiling the Power of Metro Districts in Colorado

Sarah Luetjen and Matt Ruhland from Cockrel Ela Glesne Greher & Ruhland, PC (CEGR Law); Anna Jones from CliftonLarsonAllen; and Kristi Pollard from the Metro District Education Coalition

Get ready to dive into the fascinating world of special districts and uncover the vital role they play in shaping Colorado communities. Our dynamic presentation will take you on a journey through the significance of these districts, revealing the unique opportunities and formidable challenges they encounter in building, utilizing, and enhancing public infrastructure. Discover how special districts drive innovation, overcome obstacles, and create thriving communities. Join us for an engaging and insightful session that will broaden your understanding and appreciation of the impact special districts have on our everyday lives.

2024-2025 Economic and Budget Outlook

Dr. Elizabeth Ramey, Economist from the Colorado Legislative Council Staff

Join us for a captivating session where we delve into the economic trends and forecasts that will shape the rest of 2024 and 2025. Brace yourself for an in-depth review that promises to unravel the mysteries of the economic landscape and its far-reaching implications for special districts across Colorado. This is your chance to gain invaluable insights, anticipate future challenges, and seize new opportunities. Don’t miss this thrilling opportunity to stay ahead of the curve and empower your district with the knowledge to navigate the evolving economic terrain. Be prepared for an eye-opening experience that will leave you informed and inspired!

Thriving with the Division of Local Government in 2024 and Beyond

Eric Bergman from the Colorado Department of Local Affairs, Division of Local Government

Step into the future with the Division of Local Government (DLG) in 2024 and beyond! Discover what’s new, explore exciting funding opportunities, and tap into invaluable resources. Join us for an engaging and lively session with Eric Bergman, the dynamic new DLG Director at DOLA. Get ready to learn, laugh, and uncover the latest developments that will help your community thrive. Whether you’re seeking funding, looking for fresh resources, or simply want to have a great time while gaining insights, this session promises to be a highlight. Don’t miss out on this opportunity to connect, learn, and have fun with the innovative DLG team and Eric Bergman!

Essential Insights on the Cardiac, Cancer, and Behavioral Trust for Firefighters

Deputy Chief Jeremy Metz from West Metro Fire Rescue

Firefighters, both paid and volunteer, face unique health challenges. The Cardiac, Cancer, and Behavioral Trust is a game-changer for their well-being, offering critical support and resources. This session is a must-attend for Board members and fire district leaders who are committed to saving lives and preserving resources. Gain essential insights into this invaluable Trust, understand its benefits, and learn how to leverage it to support your firefighters. This is more than just an opportunity — it’s a vital lifeline. Ensure your fire district is equipped with the knowledge to protect and sustain its heroes. Join us to discover how this Trust can make a life-saving difference for your team.

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2024 SDA Annual Conference

Tuesday, September 10 through Thursday, September 12

Keystone Conference Center

Navigating the Legal Landscape: Colorado and U.S. Case Law Impacting Special Districts

Dianne Criswell from the Special District Association of Colorado

Unlock the secrets of the legal landscape with our compelling session on Colorado and U.S. case law that impacts special districts. This is your chance to delve into the critical rulings and legal precedents that shape the way special districts operate. Discover how these landmark cases can influence your district's policies, governance, and everyday decisions. With engaging analysis and real-world examples, this session promises to be both intriguing and essential for anyone involved in special district management. Join us for this opportunity to stay informed and ahead of the curve with knowledge that could make a significant difference for your district. We'll navigate the complexities of the legal world and empower your district with essential legal insights!

What is Benchmarking and How Can this Practice Help All Special Districts Enhance Performance?

Scott Ledin and Ann McConnell from Fraser Valley Metropolitan Recreation District

Join us for an insightful session exploring the power of benchmarking in special districts. Benchmarking is a strategic management practice that compares an organization's performance, processes, and practices against similar entities or industry standards. Participants will learn about its benefits, including performance comparison, data-driven decision-making, and the adoption of best practices. We will discuss how benchmarking fosters transparency, accountability, and stakeholder confidence while enhancing public services. Additionally, the session will cover the use of Power BI for advanced data visualization and interactive dashboards, enabling comprehensive analysis. Key topics include understanding benchmarking, its benefits for local governments, leveraging Power BI, and practical applications across various data categories. Don't miss this chance to learn how benchmarking can elevate your organization's performance.

What a Board Member Needs to Know about Available Coverage

Joe DePaepe and Jenniffer Alvarado from the Colorado Special Districts Property and Liability Pool

Do you know what is covered by your district's insurance? How do you find out? What isn't covered, and what do you need coverage for? Boards change with elections, and both new Board members and seasoned officers need to understand the specifics of their insurance coverage and the contributions they pay. Join us for an important and educational review to gain a clear understanding of your district's insurance. We will cover the essentials of your coverage, how to identify gaps, and ensure that your district is adequately protected.

Wednesday, September 11

Transforming Colorado to Water Wise Landscapes

Nick Holladay from Express Mulching and Soil and Sydney Shell from Pinyon Environmental, Inc.

This informative presentation will be focused on the process of transforming blue grass turf landscapes to more water wise options. The process, funding ideas, design and planning, and functional ways districts can begin the process of reducing water usage and reducing mow maintenance required to maintain water intensive landscapes will also be discussed.

Build a World Class District Manager-Board Relationship

Jeffrey Arnold from Leading Associations

A district Board member's term may be short, but its impact can be lasting. To ensure success, it's crucial to forge a strong partnership with your District Manager. This presentation offers insights on building an efficient and trusting relationship between the elected leader and the chief team member. Learn how to collaborate effectively; clarify mutual roles and responsibilities; and lead your Board, committees, and team members. Discover strategies to optimize governance and district management, ensuring you both serve as vision stewards for your special district.

The Five Ingredients to Better Employee Retention

Kristen Russell from Fall River Employee Benefits and Micki Giardino from Platteville-Gilcrest Fire Protection District

It's no secret that in order to retain your best talent, your recipe needs to include your special district succeeding in at least these five critical areas: 1) quality hiring process; 2) thorough onboarding process; 3) next level management of employees; 4) robust and sustainable benefits; 5) competitive and motivating compensation. All of these were important BEFORE the pandemic induced a labor shortage and fierce competition for the remaining talent. But now, Colorado special districts cannot afford to lose employees due to failures in any of these key areas. And, since special districts don't have the luxury of increasing revenue or investment like private companies do, it is doubly important for special districts to have the free tools we will share to monitor their competitiveness at all times. In this fast-paced session, we'll guide you in how to master these areas, pulling together the wisdom of multiple experts that will help you up your game around each of the five key ingredients.

Community Management in Metropolitan Districts: Everything You Never Wanted to Know (But Need to...)

Peggy Ripko from Special District Management Services, Inc.

More and more metro districts are providing community management, but this is a service that District Managers have not historically provided. Come learn the history, the trends, and how to help district team members and homeowners understand what we do and why it's important.



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Utilizing Highly Trained Employees for the District's First Point of Contact to Save Field Resources, Increase Efficiency, and Improve Customer Service

David Irish and Elthron Anderson from Southgate Water and Sanitation Districts

The newly created position of Technical Support Specialist (TSS) consists of Certified Operators that have been moved to answer calls from the public. Their unique skills and ability to utilize GIS Information, as well as the ability to do a deep dive into issues, allows Southgate Water and Sanitation Districts to have a "ONE CALL" approach. The TSS will analyze customer problems or issues and answer all general questions regarding water quality, the water distribution system, or the sanitary sewer collection system. The TSS will determine if it is a district responsibility or something for a plumber, one of the cities we provide service in, or another entity such as Denver Water or South Platte Renew to address. If Southgate can assist, an appointment with a member of the field staff that is best equipped to provide solutions for the specific topic will be set at that time. This ONE CALL initiative has dramatically improved efficiency, reduced field responses, and greatly improved customer satisfaction.

Don't Bid Your Project Goodbye: Strategies and Tips for Your District's Project, from Concept to Funding to Completion

Jeffrey Erb from Erb Law, LLC and AJ Beckman from Public Alliance, LLC

Deciding to do a project takes work, but don't let the challenges make you say goodbye to your district's goals! This presentation will discuss the steps and best practices, including hard-earned tips, to take your project from an idea to reality including developing a concept, public outreach, building the necessary team, bidding, managing the project, and completion, using examples from recent special projects.

Back to Basics: A Guide to a Successful May 2025 Election

Micki Mills and Sarah Luetjen from Cockrel Ela Glesne Greher & Ruhland, PC (CEGR Law)

Whether you've conducted an election or not, we all need reminders of the basic process. Knowledge is power. We will guide you through the step-by-step process of conducting a (hopefully) successful May 6, 2025 regular election.

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The Drinking Water Revolving Fund and Water Pollution Control Revolving Fund: Low Interest Loan Programs for Your District's Drinking Water and Wastewater Projects

Jim Griffiths from Colorado Water Resources & Power Development Authority; James Wheatley from the Water Quality Control Division; and Monica Munoz-Revelo from the Colorado Department of Local Affairs, Division of Local Government

Colorado's Water Pollution Control Revolving Fund (WPCRF) and Drinking Water Revolving Fund (DWRF) continue to be important sources of low interest loan financing (and occasionally some grant!) for your water and wastewater projects. If you are new to these programs please join us for an introduction, and if you are a seasoned veteran, please join us to learn about some changes coming in 2025. Staff from Colorado Water Resources & Power Development Authority, the Water Quality Control Division, and the Department of Local Affairs will be on hand to provide information, examples of recent projects, and to answer questions.

Check Your Forum: Regulating Speech in Special Districts

John Chmil from Lyons Gaddis

First Amendment speech issues can arise at any moment, whether it's a district sign, a public comment period at a meeting, or a social media post. Understanding these crucial Constitutional principles is essential to prevent legal challenges and make informed policy decisions. This must-know session will explore the fundamentals of First Amendment Forums, guiding you through the spectrum of permissible regulations and those to avoid. Don't miss this opportunity to equip yourself with the knowledge to navigate these issues effectively and safeguard your district's interests.

Role of the Special District in Supporting the Community After a Natural Disaster

Stephanie Stanley, Sherry Eppers, and Renee Anderson from Highlands Ranch Metro District

On June 22, 2023, Highlands Ranch was struck by a tornado that ripped through the community. Join us to learn how the Highlands Ranch Metro District responded and collaborated with other local governments to clean up damage and support residents after this natural disaster. We will highlight successes, lessons learned, and the important role the district played in the recovery efforts.

Crisis Management: Danger or Opportunity?

Allison Ulmer from Collins Cole Winn & Ulmer, PLLC and Matthew Streger from Keavney & Streger, LLC

No matter the size or type of your district, you will eventually be faced with a crisis of some kind. Maybe a natural disaster hits your community and renders your service inoperative, or an episode of workplace violence becomes national news. Maybe your computer system gets infected with ransomware, or a financial theft results in your inability to operate. This session is intended for Board members and administrative staff to develop real-world tools in preparing for, responding to, and recovering from various types of crises. We will address topics that you can bring home and put in place, such as developing a team and hazard vulnerability analysis; structuring post-incident action plans for the most likely events; using checklists for low-frequency / high-impact occurrences; testing your plans; initial response and stabilization of events; internal and external messaging considerations; recovery and after-action reports; and real-world lessons learned from various other events. Every special district, from fire to parks to utilities, is at risk of some event that can compromise your ability to meet the needs of your population. Leverage this danger into an opportunity for your team to prepare and better respond when the unthinkable happens.

Cultural Wellness Check: What are the Vital Signs of a Healthy Workplace Culture?

Jen Volmer and Anne McCord from ILG Strategic Services

Workplace cultures have shifted and evolved coming out of COVID. With unemployment continuing to be at historically low levels, it's imperative that leaders master the elements of a healthy culture. Statistics back up the importance of having a healthy culture to attract and retain employees in this competitive environment. This fun and interactive program provides leaders with the tools to assess their organization's culture, diagnose deficiencies, and implement a plan for recovery. Come to the session prepared to get a check-up with a prescription for success!

Introduction to Risk Management: Learning to Walk Before You Run

Kyle Brown from the Colorado Special Districts Property and Liability Pool

In the world of special districts, you are always told to fulfill your fiduciary duties by managing risk. Risk management can be a very daunting concept. In this session we will look over the basics of what risk management is and how it can help your district. Then more importantly we will discuss resources you can use to further your knowledge of the process. This session will also include a virtual sign-in where we can share contact information to create a community of districts looking to start or build their risk management program.

Transition and Changes in Public Sector Employment

Linda Glesne from Cockrel Ela Glesne Greher & Ruhland, PC (CEGR Law)

This session promises to provide invaluable insights and practical guidance for anyone involved in managing or overseeing employment issues within local government. We'll discuss best practices for the transition and replacement of key leadership positions and ways to ensure a smooth and respectful transition process. We'll also take a deep dive into how to avoid legal pitfalls in times of change, including strategies for addressing and managing difficult employment situations with civility; how to handle sensitive employment issues without risking litigation; practical advice on staying compliant with new (and older) employment laws and regulations; and much more.

Tips and Tricks: Compliance with Colorado's Open Records Laws

Kathryn Winn and Javon Quarles from Collins Cole Winn & Ulmer, PLLC

Join us for this crucial opportunity to gain a comprehensive understanding of CORA and open meetings laws, empowering you to foster trust within your community while safeguarding your district from legal challenges. Join us for an in-depth exploration of the Colorado Open Records Act (CORA) and open meetings laws, essential for maintaining transparency and accountability in your district. We'll dive into the core features of these laws, explaining what they entail and their implications for your district. Learn about the rights and responsibilities they confer and discover best practices for ensuring compliance.

Being an Effective Advocate: How to Win Friends and Influence Policymakers

Michael Valdez and Dianne Criswell from the Special District Association of Colorado; Larry Hudson from The Fulcrum Group US LLC; and Emily Powell from Ireland Stapleton Pryor & Pascoe, PC

Have you been curious (or frustrated!) about the processes and considerations in policymaking by the Colorado General Assembly? Wonder how to get in-front of state elected officials before they make laws that do not make sense in your community? Join us for a session that will provide a refresher on state lawmaking in which we will share lessons on advocacy from the 2024 Legislative Session and provide tips on how to connect meaningfully with state lawmakers both during and out of the Legislative Session.

How the SDA Health Pool Maximizes the Value of Your Employee Health Plan Dollars

Bobby Otte from CEBT/WTW

This session will delve into the different options for funding healthcare plans, highlighting the pros and cons of each. We will explain how the SDA Health Pool, through CEBT, offers superior benefits, service, and cost-efficiency for your district employees. The discussion will include a detailed comparison of funding methods, illustrating potential savings and drawbacks. Historical rate renewal data will be presented, along with a preview of the upcoming January 2025 rate renewal, to help you make informed decisions.

Real-World Lessons: What Should Special Districts Know About Remote Implementations?

Katharina Howard from Tyler Technologies

The COVID-19 pandemic fast-tracked the shift to remote software implementations, making it the new norm. Special districts are now embracing this change, reaping benefits, and tackling challenges. Join us for an exciting session where we'll explore recent trends and share real-world lessons from remote implementations. Discover tips and best practices for effective planning, resource management, user engagement, and optimizing remote benefits. Learn how to ensure successful implementations and avoid common pitfalls. We'll also cover the advantages of remote implementation for special districts, including tools for user knowledge retention, strategic planning and preparation, managing client resources and schedules, and the environmental impact and cost savings. Don't miss this chance to gain insights and practical tips for successful remote software implementations.

Where Do We Go from Here...Update on All Things ADA Compliance for Your Website

Mac Clemmens from Streamline

Could website accessibility be a thing of the past? Website accessibility requirements are evolving, as are the steps needed to achieve compliance. In the past, a Chrome Lighthouse scan was the benchmark for ensuring website accessibility and safeguarding against legal claims. Now, districts are challenged with PDF remediation, the publication of comprehensive accessibility policies, and the development of robust remediation processes. However, with the advent of cutting-edge accessibility technologies such as PDF to webpage converters and AI, could the era of accessibility concerns be a thing of the past? Join us for an insightful discussion on the latest regulatory landscape, exploring opportunities to leverage cutting-edge technology for heightened website accessibility and a better experience for communities. Attendees will leave with the technology tools and resources to more effectively achieve website accessibility.

Continued on page 19

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Thursday, September 12

Going to the Voters for Funding: Ballot Measure Survey Research Best Practices, Success Stories, and Strategies

David Flaherty from Magellan Strategies

Join us for an insightful discussion on the best practices and strategies for securing voter approval for a funding ballot measure. Drawing on years of experience helping special districts achieve their funding goals, we will share proven approaches and practical tips. Learn how to effectively use opinion research and campaign consulting services to craft a compelling campaign that resonates with voters. This session is designed to provide you with the tools and knowledge you need to run a successful funding ballot measure campaign. Don't miss this opportunity to gain valuable insights and improve your chances of securing the funding your district needs.

Goldilocks and the 3 or 5 Board of Directors: A Leadership Fairytale for All

Kris Kazian from Evergreen Fire Rescue

As leaders of organizations, Administrators and Board Members must balance the expectations of so many challenging and dynamic forces in today's world. This presentation will use the children's story of how Goldilocks had to try many different things to find exactly what she was looking for. Those in leadership roles must be willing to do the same to find what is "just right" and what will work for us and the organization we represent. Using real-life special district issues, we will work to understand what is right and good for one "Bear" might not be right and good for another. Participate in an interactive discussion on how we must focus on achieving the right outcomes and fostering relationships to get things done.

Special District Socialites: Learning from the Districts Leading on Social Media—Do's, Don'ts, and Best Practices

Mac Clemmens from Streamline

Facebook, Twitter, Nextdoor, oh my! With each new channel comes new challenges. Learn from districts leading the way. Understand how and when to use social versus your district website. Learn about the latest legal issues with public comment and archiving, and review best practice social media policy templates.

DEO Q&A Forum

Micki Mills and Sarah Luetjen from Cockrel Ela Glesne Greher & Ruhland, PC (CEGR Law); Joe McConnell from the Division of Local Government; Sarah Shepherd from Circuit Rider of Colorado; and Crystal Schott from Ireland Stapleton Pryor & Pascoe, PC

Join us for an essential session on what it takes to be a Designated Election Official (DEO) for your district. Our panel of experts will provide comprehensive guidance on the DEO process, offering valuable insights into the responsibilities and preparations needed for this critical role. Whether you are new to the position or looking to deepen your understanding, this session will equip you with the knowledge and tools necessary to effectively manage district elections. This is the perfect opportunity to ask the experts, clarify your doubts, and ensure you're fully prepared to fulfill your duties as a DEO.

New Technologies: Innovations Shaping Our Future

Glenn Scott and Nicholas Yip from Morgan Stanley

This session will explore how technological innovation and changing geopolitics will impact the economy and local governments. Innovations and disrupters to be discussed include AI, electric aircraft, and self-driving vehicles as well as geopolitical changes such as demographics, debt burdens, and global stability. We will cover the benefits of these technologies as well as challenges such as regulatory issues and infrastructure needs. The session will also touch on smart city initiatives, AI, and cybersecurity. We will conclude with a future outlook and a Q&A segment for participant engagement.



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Making the Most of Your CSD Pool Membership With...

Training Credit Discount Program

Guest article by the Colorado Special Districts Property and Liability Pool

The Colorado Special Districts Property and Liability Pool remains committed to our more than 2,500 public entities as *Your Risk Management Partner*. Each month, we are focusing on a different program or service we offer our membership, either at no-cost or at a discounted rate. This month's highlight is on the Training Credit Program, which provides members with up to 10% off their Liability contributions for participating in select training courses.

Training Credit Discount: The Fine Print

Members can earn up to 5% off their Liability contribution when 80% of district employees participate in the program. Or earn up to 10% off with 100% participation! Credits apply only to Liability and related coverages and cannot reduce a contribution below the minimum. Districts with no employees are not eligible for this program.

The Rules

District employees must sign up for Vector Solutions' online training platform and take at least one course from a preselected list of courses. This platform is completely free and has hundreds of courses to take beyond those prescribed for the Training Credit program. In addition to the qualifying online courses, we also count any trainings our CSD Pool Safety and Loss Consultants perform for your employees, including SKIDTRUCK driver training.

Only full time and part time employees are required to participate in this program. Seasonal



employees, volunteers (firefighters, coaches, etc.), Board members, on call employees, and contractors and agency temps are all optional.

Each district has a full year to complete the requirements. The Training Credit program opens on October 1 and closes on September 30 each year.

Signing Up

If you meet the criteria above and wish to sign up for the Training Credit program, all you must do is visit our website and apply via a short survey. This allows us to track your participation and send you frequent updates on your progress.

Remember, this training platform is **free to members**, and every employee at your organization can have their own login. For more information, visit csdpool.org/training/credit to apply and start earning your discount today.

As *Your Risk Management Partner*, we remain committed to providing specialized coverages tailored for public entities, exemplary claims support, and safety and loss prevention services to ensure everyone within the organization—from Board members to supervisors and staff—has the tools they need to succeed. If you have any questions about the resources mentioned here, please visit csdpool.org or email us at info@csdpool.com. 🟡



October 15 Budget Deadline Quickly Approaching!

Don't forget that your Board must designate a qualified person to prepare the budget and submit it to the Board on or before October 15 of each year.
§29-1-105, C.R.S.

There are no specific criteria for how detailed a budget should be nor how much it is based upon line items, although the district's accounting or financial advisors will likely have some input on the level of line item designation. Generally speaking,

expenditures need not be laid out in great detail, but spending should be confined to the line items.

In addition, as part of the adoption of the budget is the adoption of a resolution which adopts the budget and makes appropriations for the budget year. The amounts appropriated shall not exceed the budgeted expenditures, and the district is limited in making expenditures to the amounts that are appropriated.

Eric Bergman Joins Division of Local Government as New Director



Eric Bergman

Please join us in welcoming Eric Bergman as the new Director of the Division of Local Government (DLG)!

Many of you may know Eric from his time at Colorado Counties, Inc., where he served as Policy Director for the past 15 years. In this role, Eric provided policy analysis and advocacy on a variety of local government issues, including elections, open records/meetings law, broadband, and much more. Prior to that, from 2001 to 2007, Eric ran a number of grant programs at DLG and provided technical assistance in the areas of smart growth and land use planning.

Ann Terry, SDA's CEO, is thrilled to continue working with Eric in his new position at DLG. "We have enjoyed a long and successful working relationship with Eric. He is well-versed in issues affecting local government, including special districts, and we are excited for the opportunity to continue working with him as he brings this knowledge and expertise to his new role."

Eric will also be joining us at the upcoming SDA Annual Conference for a breakout session dedicated to the resources and funding opportunities available through DLG. Watch for more details to come and check out the exciting information Eric and his innovative team will be sharing!



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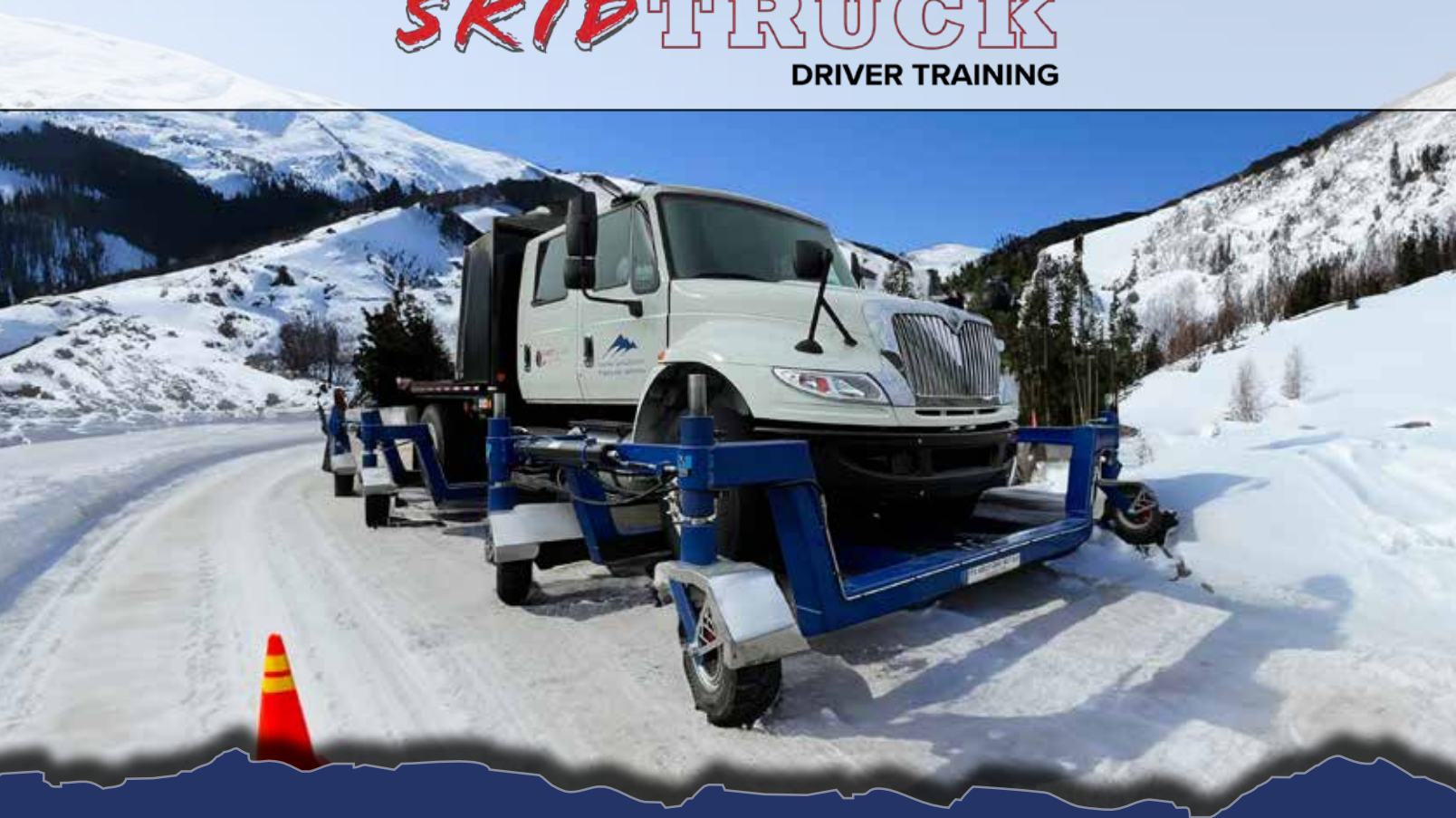


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