



PAGOSA SPRINGS, ARCHULETA COUNTY, COLORADO 81147

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VOLUME 112 — NO. 56, THURSDAY, OCTOBER 15, 2020

School district sees enrollment decline

Sees 128-student decrease

By Randi Pierce
Staff Writer

Like many districts around the state, Archuleta School District (ASD) is grappling with declining enrollment figures and the anticipated drop in state funding that comes with the lower student count.

ASD's enrollment and funding information was presented as part of a state-of-the-district report at Tuesday's Board of Education meeting.

Superintendent Dr. Kym LeBlanc-Esparza began with presenting an overview of the district

in terms of enrollment and graduation.

ASD had "roughly" 1,653 students as of Oct. 1, the state's official count day (the number is not finalized yet), with 50.3 percent of students identifying as white, 34 percent as Hispanic, 8.7 percent as Native American, 1 percent as Asian and 2.8 percent as two or more races, she explained.

The district currently has 307 students enrolled fully online, which she noted is included in the overall count.

Further, she explained that 50.3 percent are considered "economically disadvantaged" and qualify for the Free and Reduced Lunch program, 9.2 percent of students are being served by an individualized education plan (IEP), 7.6 percent are English language learners, and 3.7 percent are identified as gifted and talented.

ASD's most recent four-year graduation rate is 83.7, which LeBlanc-Esparza noted is "a little

above the state average" of 81.1 percent.

"But when you break it out, one of the things we begin to look at, as a statistician, I want to know, are all kids crossing the finish line equally? And it gives us a chance to ask the question, where can we make sure that we're giving kids opportunities to succeed?" LeBlanc-Esparza suggested.

The graduation rate for minority students is 79 percent, for economically disadvantaged students is 76 percent and for students with IEPs is 80 percent.

"So, we don't have huge discrepancies there," she said, adding there is work to do, but nothing glaring.

Later in the report, Finance Director Mike Hodgson discussed the financial implications of the district's declining enrollment.

■ See School A9

COVID-19: Flu shots encouraged, feedback sought on ski area guidance

By Randi Pierce
Staff Writer

As of Wednesday afternoon, Archuleta County had 62 total cases of COVID-19 among residents, with 36 recovered, and 54 cases among nonresidents, according to San Juan Basin Public Health (SJBPH) data.

Archuleta County had 55 resident cases on Oct. 1, according to the data.

Archuleta County remains under Safer at Home Level 1 on the state's dial framework, with SJBPH's website showing that Archuleta County meets the metrics for Protect Our Neighbors in seven of eight categories.

The area where Archuleta County does not meet the metric is "Stable or declining COVID-19 hospitalizations."

Data from Mercy Regional Medical Center related to the metric show a "Hospitalizations Percent Change (average for 14 day period beginning on Sundays)" of 76 percent on Oct. 3, as compared to -41.63 percent on Sept. 26 and -5.3 percent on Oct. 10.

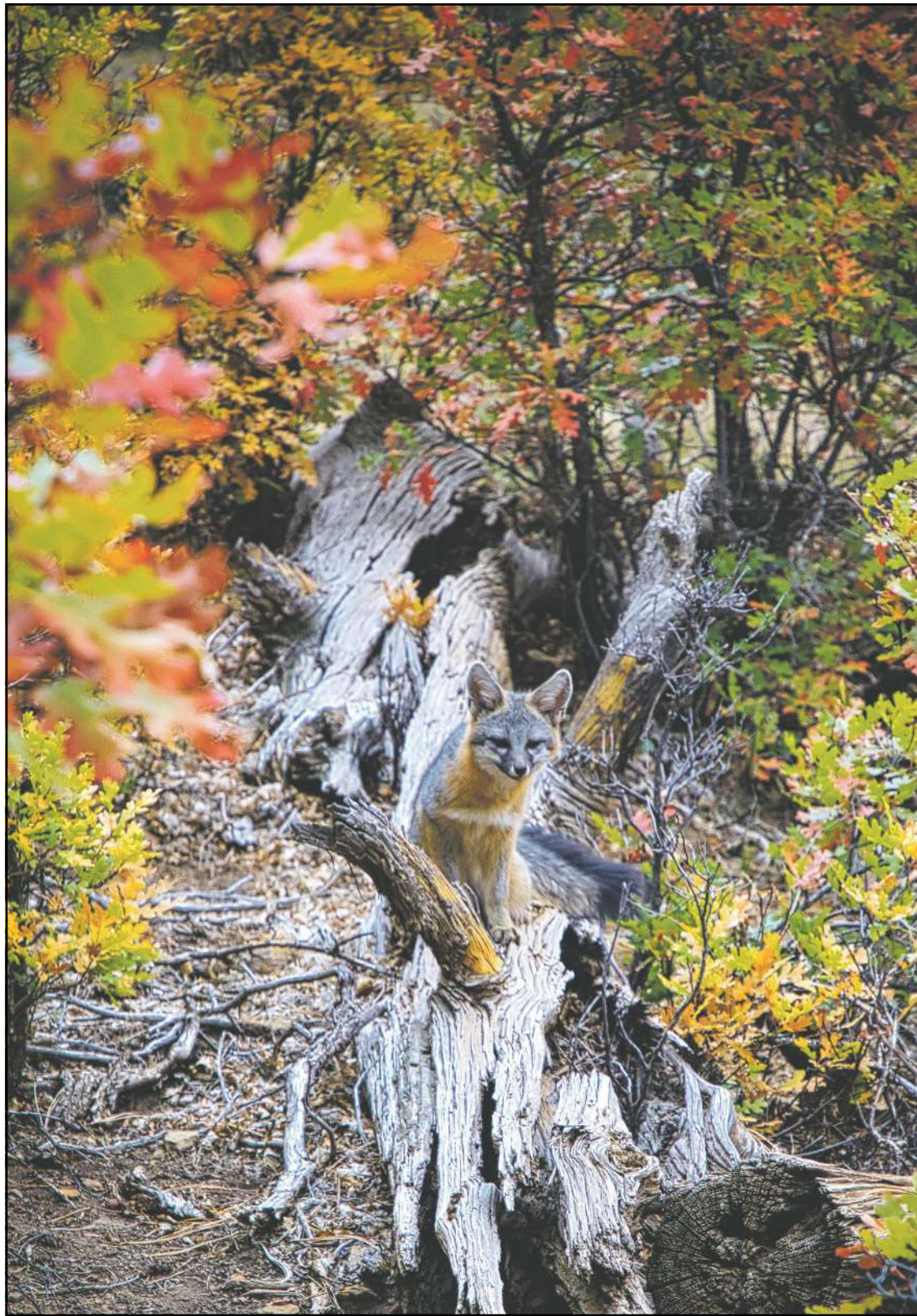
Increasing hospitalizations are a concern across the state, with Gov. Jared Polis stating Tuesday that Colorado's hospitalizations were the highest they'd been since May.

"We need to get this under control now," he said.

Colorado as a whole listed 80,085 cases cumulative cases as of Wednesday afternoon, with 8,003 hospitalized.

Flu clinics announced

■ See COVID-19 A8



While out capturing beautiful fall colors recently, a photographer found a fox willing to sit for a photo session.

Photo courtesy Bob Endres

Town council discusses art in public places

Declines wolf mural

By Chris Mannara
Staff Writer

Art was a topic of discussion during a special meeting of the Pagosa Springs Town Council on Oct. 1.

Council considered a possible mural painting, approved a public art installation of a children's tile mosaic and discussed the future approval process for public arts requests.

Wolf mural

During the meeting, Town Manager Andrea

Phillips explained that Pagosa Springs Elementary School (PSES) art teacher Kelly Lewis had requested that the town allow her to paint a mural with a wolf image on a public space.

According to Phillips, the idea for the mural would be "three different wolves that are running and are very colorful in their patterns."

However, Phillips noted that there is a ballot initiative that is coming up on this year's ballot that pertains to reintroducing the gray wolf into the state.

There is no statement on the mural that advocates for any political position on the ballot issue, Phillips explained, adding that it's just a depiction of the animal.

"This funder is kind of trying to spread the image of wolves in various capacities all around Colorado," Phillips said.

Lewis has received funding for the mural and it must be completed by Oct. 16, which is why town council needed to review it so quickly, Phillips added.

The mural would be about 4 feet by 8 feet, according to agenda documentation.

Council member Madeline Bergon recused herself from the discussion.

"The Rocky Mountain Wolf Project reached out to Pagosa Arts Initiative with a call to artists to do a mural of a wolf," Lewis said. "This is under kind of a like a subject of this organization. It's called Restore the Howl. There is somebody who has donated funds just to have artists do pictures of wolves around Colorado with no agenda whatsoever. That was really clearly explained to me when

■ See Art A8

On to State!

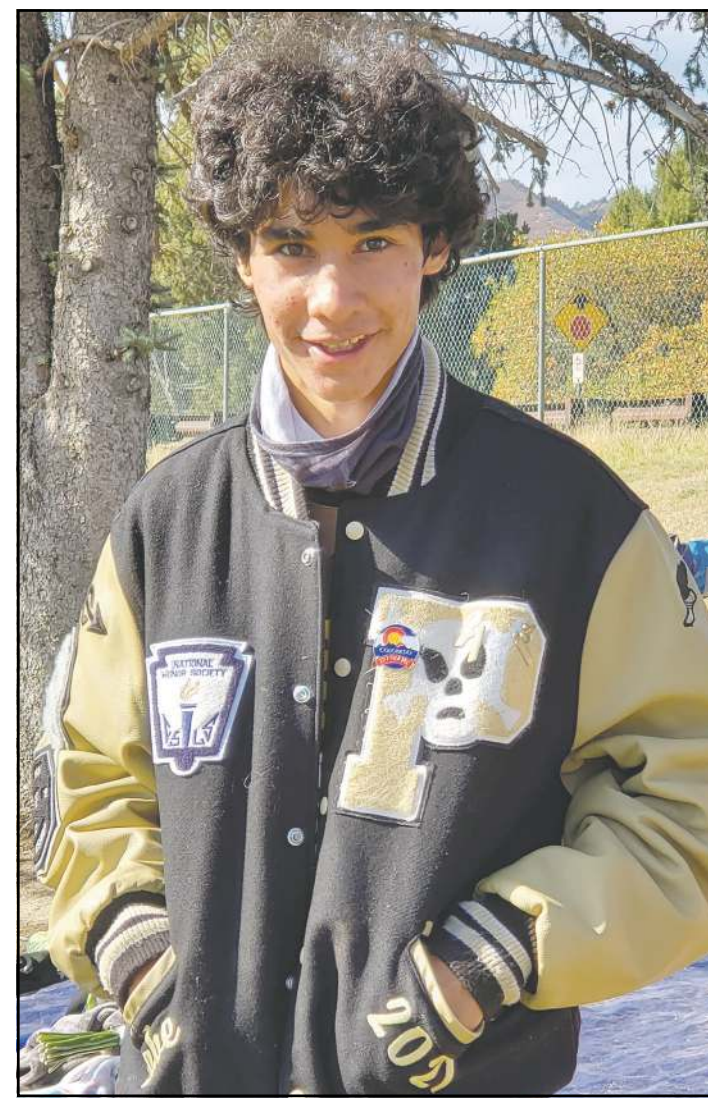


Photo courtesy Lauri Heraty

Senior Gabe Heraty will represent the Pirates at Saturday's state cross-country meet in Colorado Springs. Heraty finished third at regionals to advance.

County presents draft 2021 budget

Includes spending for justice facility, road and bridge

By Clayton Chaney
Staff Writer

At the regular Archuleta County Board of County Commissioners' meeting on Oct. 6, Finance Director Larry Walton presented "highlights" of the 2021 budget.

The highlights included breakdowns of the forces that are driving the proposed budget, according to Walton's presentation. These forces are external influences, internal strategic considerations, and statutes and county policy.

According to Walton, external influences that are most relevant to the budget include capital funding projects, purchasing power trends and significant revenue uncertainty. The big capital funding project at this time is the new justice system court facility.

The county currently has a \$1.9 million grant for a new justice facility. In order for the county to be able to use the \$1.9 million grant, work on the project must begin in 2020 and finish in 2021, according to Walton.

He added, "In order to use that grant, we have to demonstrate that we have the full amount of funding necessary to complete the project."

Walton's presentation states, "In order to take advantage of that grant it will be necessary to budget the consumption of the Strategic Fund Reserve [SRF] on the project."

Walton added, "We probably will have to use a significant portion," referring to how much of the SRF will need to be used for the project. In doing so, it could leave the county facing a possible recession without a safety net, at least temporarily, according to Walton.

Due to the usual safety net not being in place for 2021, Walton took a "pretty conservative stance" regarding revenue assumptions presented, he noted.

Property tax has been budgeted flat and sales tax was budgeted flat.

However, when referring to the recent sales tax trend, Walton stated, "If it continued, its current trend ...

■ See Budget A8

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Opinion



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10/7	78	37	-	-	-
10/8	76	35	-	-	-
10/9	74	35	-	-	-
10/10	73	35	-	-	-
10/11	67	35	-	-	-
10/12	65	26	-	-	-

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EDITORIAL

‘Treasure the time that we have’

One year ago Sunday, Oct. 11, Pagosa Country was shaken both literally and figuratively; for miles, people heard the explosion and felt their homes rock.

Within seconds, Electra Churchill dialed 911 for help. She was trapped in the structure that exploded and burst into flames in the Timber Ridge Ranch subdivision that Friday. She heroically called dispatchers to send help to rescue her and the love of her life, Fred Phillips, who had also been in the structure before the blast.

There are times when a dispatcher takes a 911 call that they have the solemn honor and great burden of listening to the last words of the dying as a part of their job description. And so it was that night.

That dispatcher also has the tremendous responsibility of directing the other first responders. We listened as pages went out quickly for emergency personnel and there were a lot of heroes who came to the rescue.

People near the explosion rushed to the scene and pulled Fred from the fire. Although he suffered great trauma and severe burns, he was able to inform that Electra was still in the structure.

Pagosa Fire Protection District firefighters, Upper Pine River Fire Protection District firefighters, Pagosa Springs Medical Center EMS personnel, Archuleta County sheriff’s deputies and Pagosa Springs Police Department (PSPD) officers began arriving and rescue efforts were underway within minutes of Electra’s and others’ 911 calls.

Heroic efforts were made to fight the flames and to find Electra in the collapsed structure and debris. However, as the tragedy unfolded, it became clear that the call Electra made for help was most likely some of her final words.

Heroic words. Fred was transported to Pagosa Springs Medical Center, where emergency room doctors and staff continued lifesaving efforts.

He was later transferred into the hands of the Classic Air Medical team and was flown to a Denver-area hospital in critical condition.

The loss of Electra was excruciat-

ingly devastating to our first responders and our community.

For our emergency personnel, there were only a few days following the traumatic explosion when another page went out for a man who was hit by a vehicle while riding his bicycle.

Once again, most of the above-mentioned agencies rushed to help. Marcel Barel, of Pagosa Springs, was transported to Colorado Springs Memorial Central Hospital, where he succumbed to his injuries that night.

When dispatchers, firefighters, law enforcement and other emergency personnel are on the job, their workday hinges on matters of life and death. These heroic men and women put their own safety at risk to protect ours. They leave the house every day not knowing if they will return.

Working in emergency services can be a heavy burden to bear; outcomes, such as the loss of Electra and Marcel, have a huge emotional impact on those who worked the incidents, from the initial 911 calls to Archuleta County Combined Dispatch to Coroner Brandon Bishop making the call to the family of Electra to inform them of her unfathomable passing and to our coroner advocates who assisted in the aftermath.

A year later, our community is still healing from the trauma.

In a card of thanks in this week’s paper, Marcel Barel’s family extends their heartfelt thanks “to everyone in the community who were so very helpful, supportive and thoughtful in this difficult time. To the 911 caller, first responders, PSPD officers Hancey and Spangler, PSPD firefighters and EMTs, CSP Trooper/Investigator Parsons, CDOT, Rhonda Webb and all the medical personnel, social workers and advocates at PSMC, and the flight crew, we thank you all for your kindness. We are forever grateful.”

On Sunday evening, one year to the day of her death, many local first responders and friends of Electra and Fred gathered in her honor at a memorial garden created at the site of last year’s tragic explosion.

It was a time of healing.

“One year ago today was the worst day of my life, and a lot of these people here were with me that day,

and not only were they with me, but they helped me survive. If it weren’t for them, I wouldn’t be here today, talking to you,” said Fred at the gathering. “And so, I’ve had one year to think about why I’m here today and Electra’s not.”

“There are a lot of reasons I am here ... but one of those reasons is to be able to tell Electra’s story.

“Electra was a tough girl. ... As many of you know, she had the presence of mind in the belly of this beast to pick up her phone and call 911. If it were not for her calling that rapidly, I, myself, might not have made it out of here.” He continued, “A few things about Electra, we know she was strong, but she was the kindest person. She loved nature, she loved animals and we know she loved birds and she liked people.

“I’ll tell you this. She loved Pagosa Springs more than anything. She absolutely loved this place, but the thing that I remember most about her is her love for life.”

Fred went on to describe Electra’s happiness and joy in living a full life.

“I think that maybe that God gave Electra a promotion, moved her up the ladder, moved her up to the home office. To spread joy, not just to you, but to many because she was joy personified,” he said. “So, the only thing that is missing here tonight is Electra.”

Fred then knelt down at the waterfall, “I’m going to take the liberty to let Electra participate with us.”

With that, he sprinkled Electra’s ashes in the cascading waterfall that was built as part of the memorial garden in her honor.

“So, if all of you with me would raise your hand and say, ‘Welcome home, Electra.’”

The group followed Fred’s lead. “At last for all of those who cannot sing, who died with their music still inside of them,” Fred continued. “Let’s treasure the time that we have and resolve to use it well, holding each moment precious, a time to apprehend some truth, experience some beauty, relieve some suffering, conquer some evil, a chance to love and be loved and have a meaningful life forever.”

Terri Lynn Oldham House

LEGACIES

By Shari Pierce

100 years ago

Taken from SUN files of October 15, 1920

We experienced our first snowfall Wednesday evening to the extent of about three inches. Report has it that four feet fell on La Veta pass and six inches on Cumbres. Wolf creek has about the same as Cumbres and is still passable.

Archuleta county needs strong, efficient officials who can and will devote their time to their jobs. Cast your ballot for the men and women who are best able to conduct the affairs of the county.

The foot race scheduled last Saturday afternoon between Vernon Breedlove and Homer McKinley was pulled off about four o’clock on Pagosa street. The distance was about 120 yards and was won by Breedlove by a few paces. Time, 12 seconds.

Whichever party wins the November election, a lot of people in this country are going to be badly disappointed in the next few years. The idea that government can solve all our economic ills got so deeply soaked into people during the war, that it is hard for many to let go of it.

75 years ago

Taken from SUN files of October 19, 1945

The bear chicken bandit is no more. Roy Inman caught the chicken killer in the hen house at his depredations Friday night, and from a vantage point on the roof, shot him. The bear tore out the door, across the river and onto a flat, where Roy found him dead Sunday afternoon. He was a 2-year-old, evidently hungry, and with the acorn and berry shortage, was doing the best he could for himself, with the chickens.

Harry Swanemyr of Allison and Ed Pargin took to the hills Saturday — this time to gather cattle.

Lloyd Anderson and the Pagosa Springs area have gained national notice in the acceptance by “Outdoorsman,” a sports magazine, of an article which relates the experiences of Mr. Anderson in dealing with the killer bears which prey upon sheep and cattle of this region. Clee Woods, author of the story, made several trips into the mountains with Lloyd, to see for himself how these depredators slaughter livestock wantonly and how our local federal hunters go about taking the bruin criminals.

50 years ago

Taken from SUN files of October 15, 1970

A first in aviation history was made at Pagosa Springs Tuesday, October 13. A passenger-carrying airliner landed at Stevens Field with 20 passengers for Pagosa Springs. This was a charter flight and not regular service, but did demonstrate that air transportation may not be far in the future.

The weather records for the past 39 years show that the maximum temperature ever attained in October was a sizzling 85 degrees. The minimum, on the other hand, was a cool five degrees below zero. In the 39 years there has been only one below zero temperature recorded in October. Only three times has the thermometer gone to 80 degrees, or above. Precipitation on the other hand varies from no moisture whatsoever in October of 1964, to a wet 4.76 inches in 1969.

Big game season is definitely upon us. The big game hunters bring a boost to local economy add some color to the landscape and the city streets and generally are welcome.

25 years ago

Taken from SUN files of October 19, 1995

The county commissioners spent much of Tuesday’s regular session behind closed doors. A scheduled executive session involved the commissioners, their legal counsel, Larry Holthuis, District Attorney Greg Lyman and Lyman’s investigator Dick Cole. Lyman had requested the closed meeting to update the commissioners on possible illegal matters being investigated in the county, and possible litigation the DA’s office might pursue.

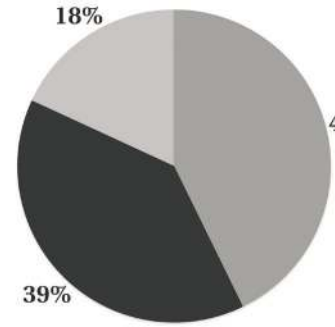
The commissioners closed the doors to the public a second time when they realized the developer of the Loma Linda subdivision would probably default on the project’s latest improvement agreement.

The San Juan Outdoor Club’s board of directors, in a recent meeting, discussed and adopted a plan for developing and maintaining trails in cooperation with the U.S. Forest Service. The plans involve trail marking, maintenance and trail grooming for hikers, bikers and Nordic skiers.

WHADDYA THINK?

Do you think we’ll have a good winter?

Poll results (137 votes)
Yes. — 39 percent
No. — 43 percent
I don’t know. — 18 percent

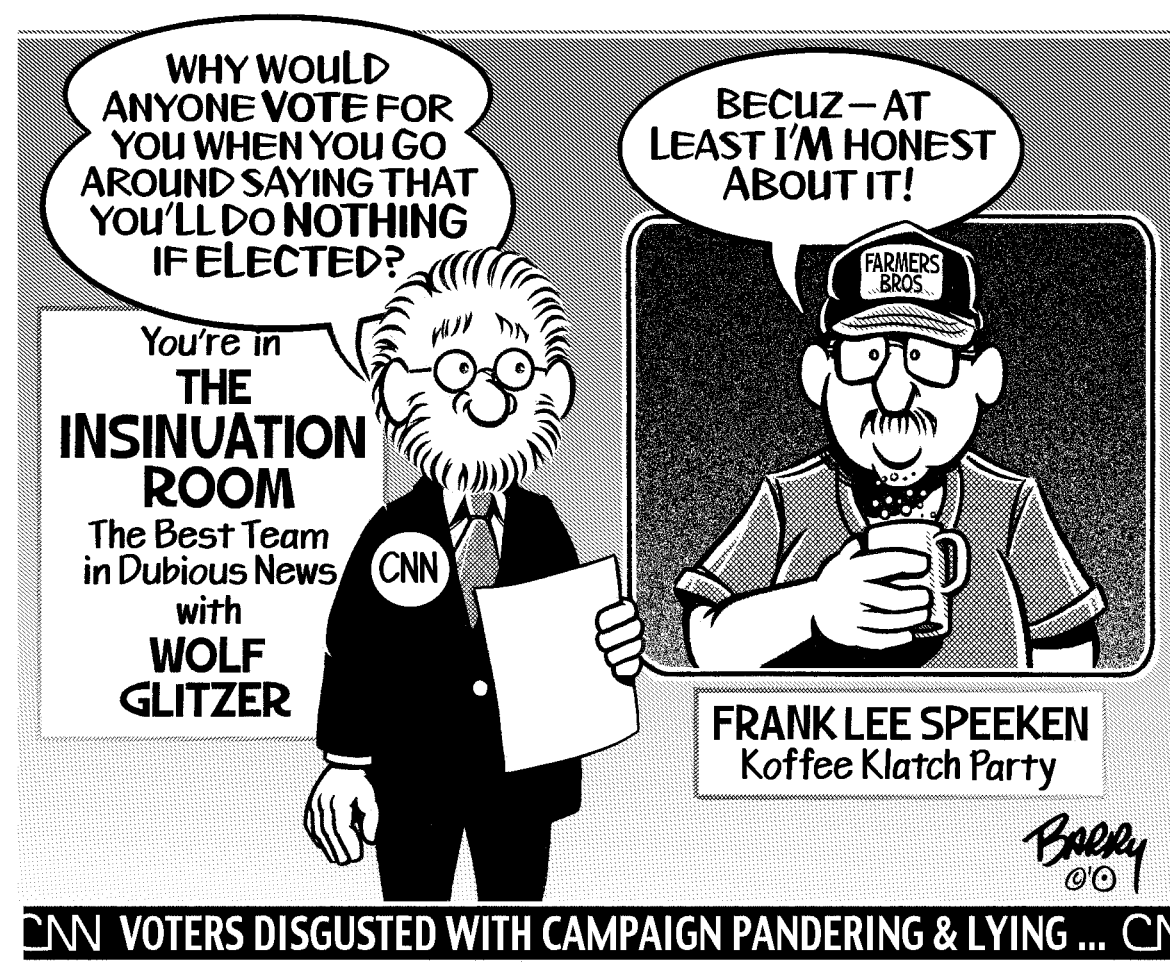


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Letters



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Letters to the Editor are opinions and information in them has not been verified for accuracy.

The opinions of letter writers do not necessarily represent those of the paper.

Commissioner Maez

Dear Editor:
I have known Commissioner Ron Maez for many years. He was one of our best volunteer firefighters and attained the role of captain. He was also a member of the Board of Directors. I know him to be committed to any role he assumes and respect his accomplishments as a County Commissioner. As we all know, Archuleta County continues to grow in population. Along with that growth comes an increase in responsibilities to our citizens. To meet these responsibilities, we need the experience and knowledge he has developed in his role as Commissioner.

Diane Bower

Clifford Lucero

Dear Editor:
Do you remember when there was only one traffic light in all of Archuleta County? One doctor, a very few restaurants, no hospital, a couple of motels, our San Juan River was a playground for locals, and Highway 160 was just two narrow lanes stretching from one end of the county to the other (don't even get me started on today's summertime traffic)? Whether you like it or not, Archuleta County is changing.

But Pagosa Springs remains a very special place. The people are genuine and care not just about the town, but those who live in it. Take a look at our school system, how we care for our youth and elder population and how the heartbeat of the community is still strong and vibrant.

That's why I am voting for Clifford Lucero for County Commission. Clifford is a native of Archuleta County, born in Pagosa Springs. He's not some 'new guy' who just blew in from out of town, but a person who has always understood and appreciated our county and our town, and has worked to preserve and improve them both in countless ways.

Clifford has served on the Pagosa Springs Town Council, the

Archuleta County School Board, is a former county commissioner, held a seat on the Pagosa Springs Area Chamber of Commerce, has been Chairman of the Archuleta County Housing Authority where he still serves today, and has spearheaded the new Rose Mountain Townhome Community.

Then there are the countless ways Clifford has helped our residents serving on a variety of boards and committees as a volunteer, committing time, energy and money to worthy causes, working with our youth as a coach for sports and even something as simple yet important as taking food donations from local churches to our elderly and needy residents.

A sharp businessman, Clifford owns and/or operates several businesses in town that serve our local population, and is building crucial affordable housing for our burgeoning workforce; not just trophy homes for part time residents, but real homes young local families can afford. It's no wonder why anytime there's a worthy and important cause in Archuleta County, Clifford Lucero is very likely involved.

So when you mark your mail-in ballot think twice about who you want representing you on the county commission, the 'new guy' from out of town or Clifford Lucero, a native of Pagosa Springs and Archuleta County who has proven time and time again his dedication to our community? I know the choice I'll be making and I hope you will join me in voting for Clifford Lucero for Archuleta County Commission.

Thanks for voting,

John Egan

Barbara McLachlan

Dear Editor:
It is important for all of us to vote for Barbara McLachlan for state representative from our House District 39. McLachlan has represented us for the last four years, and there is no reason for a change. She is a fourth generation Coloradan who has lived most of her life on the Western Slope.

This year every bill that she has sponsored or cosponsored passed with bipartisan support. For instance, McLachlan has cosponsored the house bill that made supporting small businesses an important part of the COVID-19 response. Using federal CARES Act funding, it created a grant program of \$20 million for funding small

businesses, including \$5 million for tourism businesses. Another bill allocates \$4.8 million to Energy Outreach Colorado Low-Income Energy Assistance Fund which will help low income Coloradans catch up with deferred utility bills.

As a retired educator, McLachlan is known for her support of rural education. In order to help Board of Cooperative Educational Services (BOCES) find qualified, experienced teachers, she sponsored a bill that allows retired Colorado special education teachers to work for BOCES without losing their retirement. In support of active duty or discharged veterans, she supported a bill which allows them or their dependents to attend in-state community colleges tuition free, whether or not they are Colorado residents.

Last session, Barbara sponsored a bill to encourage young people to go into farming or ranching because the average age of farmers in Colorado is 60 years old. The state pays half of the salary of these young interns so that they can learn hands-on agriculture.

Look beyond party affiliation and buzz word slogans, and vote for someone who has proven to get results for western Colorado. Vote for Barbara McLachlan.

Lynn R. Frederick

COVID-19 cases

Dear Editor:
It is fairly customary for me to read the news first thing in the morning. This morning, I chose BBC news. It seems that our college-aged children are unhappy that they are being blamed for the increase in Covid-19 cases among their fellow snot-nosed, bratty, demanding, thoughtless, and basically worthless fellow students and stop that person. I know what I am talking about, I was one once. We need to find the adult who is sneaking around campuses with a vile of Covid-19 germs and stop him or her.

So, let's think about this. Prior to the arrival of the students, little or no Covid-19. The students arrive and Covid-19 cases increase dramatically. I pursued a degree without a lot of math so I cannot comment on the possibility that

See Letters A4

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We're running special photo pages in our November 5 edition for Veteran's Day to honor those who are serving, and have served, in our nation's military.

Please send your service picture along with your name, branch of service, rank and hometown to:

shari@pagosasun.com or our office at P.O. Box 9, Pagosa Springs, CO 81147

If you were in last year's veteran's pages, we will use the same information unless you email to update before October 27.

DEADLINE FOR SUBMISSION: FRIDAY, NOVEMBER 1ST

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Letters

■ Continued from A3
there is some sort of cause and effect relationship. Baffling to me. If they don't like it, they could just go home, find a job, a place to live, and pay all their own expenses. They are not going to like that, we can be sure, it will give them some new things to complain about.

There are a lot of hard-working students on our campuses trying to get an education. There were plenty of those students like that when I went to school. I admired them then and admire them now. They didn't have time to complain.

William L. Hubbard

Lucero, Carpenter

Dear Editor:
Local politics matter. The boards that govern our county, town, schools, public services, etc. have enormous power to shape our everyday lives. It is the board as a whole which has this power—not the individuals who serve on the board. It is therefore important to think about how individual board members contribute to the effectiveness of a board. The election for District 1 and District 2 of the Archuleta Board of County Commissioners offers two great choices that will improve the BOCC.

For the District 1 seat, Clifford Lucero will bring board experience that is needed on the BOCC. Clifford has demonstrated his commitment to our community through years of public service. He has served on numerous local boards for over 30 years and has shown

that he can work with other board members to get results. Clifford has done the hard work of passing budgets, hiring staff, committing resources, and making policy decisions. His experience and leadership will serve the BOCC well from day one.

For the District 2 seat, Natalie Carpenter will bring a focus on communication, transparency, and critical thinking that is needed on the BOCC. The BOCC does not communicate well with our community, decision-making processes are difficult to understand, and relevant information is hard to find. Natalie will treat her commissioner position as a full-time job. This will allow her to provide the kind of communication, access, and answers that the public deserves. Natalie is tech-savvy, has worked professionally in Archuleta County for 27 years, and understands the type of collaborative decision-making that today's world requires. Her approach will be a refreshing upgrade to the BOCC.

During the seven years that I served on the Archuleta School District Board of Directors, the board functioned well because of the diverse set of skills and experience that individual members brought to the table. The BOCC can and should function more effectively. Vote for Clifford Lucero and Natalie Carpenter for a better BOCC.

Brooks Lindner

Boebert: 'Doesn't represent our values'

Dear Editor:
Boebert Threatens Our Public Lands and Our Western Slope Way of Life

I was stunned and dismayed to read that congressional candidate Lauren Boebert opposes long-sought protections for our hunting, grazing and recreational areas on the Western Slope. In fact, Boebert recently called the CORE Act a "land grab by Denver's Liberals."

Does Boebert even know what she is talking about? Does she understand that the CORE Act was written by local stakeholders and enjoys broad bipartisan support throughout the 3rd Congressional District? I'm guessing the answer to both of those questions is "no."

I am a hunter and outdoor recreationalist who cherishes the outdoors that makes our state and region so special. And I am proud to live on the Western Slope, in the Roaring Fork Valley, where local communities have worked together for more than a decade to form a diverse coalition of ranchers, hunters, mountain bikers and other concerned local citizens to protect the Thompson Divide – a crucial nearby public lands watershed and recreation area that would be protected by the CORE Act.

One of the coalition members was a hunting guide and war veteran who never voted for Democrats'. A few years back, he wrote an OpEd

which slammed Scott Tipton for ignoring local interests and "claiming to represent Western Slope ranchers and sportsmen — (while) peddling the interests of Texas oil speculators on the floor of the U.S. House of Representatives". It sure appears that our district would go from bad to worse if Boebert somehow gets to DC.

Ms. Boebert may have a loud voice, but she doesn't represent our values. Her lack of understanding of basic policy issues presents a real threat to our public lands. By opposing locally-driven efforts to protect our hunting, grazing, and recreational areas, she also threatens our outdoor and agricultural heritage, along with our Western Slope Way of life.

Please Vote for Diane.

Dave Munk
Carbondale

Diane Mitsch-Bush

Dear Editor:
I grew up on the Western Slope of Colorado hunting, fishing and working in the Gunnison Valley. I have, for the most part been an independent voter, choosing the person and what they have to offer in support of my household or community. I have met Diane Mitsch-Bush a few times and liked her immediately for her honest smile, her ability to listen and her knowledge of Colorado's issues and support of the western slope. There are few politicians that listen as she does and appreciates hearing people's concerns.

She is running for the U.S. House in Congressional District 3 of Colorado. Diane knows all too well the issues we face, particularly in health care, which is and has been a front and center issue for a long time. She is more than willing to work across the divide to enable people to have affordable, quality health care that includes many of the provisions that have been pulled from the Affordable Care Act and the ongoing maneuvers going on right now to ask the Supreme Court to repeal the whole thing, even the preexisting conditions clause. Her opponent wholly supports the current administration on those moves.

Diane Mitsch-Bush also wants to help to create a domestic supply chain for health care products, medicines and hospital supplies. Freedom from dependence on other countries will translate to good paying jobs we are currently supporting in foreign markets and keeps our dollars here to work for us.

Unlike her opponent who said she will never compromise, Diane Mitsch-Bush wants to get to work for Colorado and America in a bipartisan fashion. She has lived in the Community of Steamboat since 1976. She understands rural life and the need to protect our water for ranching and the recreation industries of the western slope, while

creating workable solutions for the urban corridor.

She is quick to say she likes reading legislative bills to get at the meat of them and to fully understand them. She is diligent and motivated, not for freedom of a few, but for the survival of the many who make up this great state and our nation.

Diane Mitsch-Bush is former Vice Chair, Agriculture, Livestock, and Natural Resources Committee, Colorado State House of Representatives and former Chair, Transportation and Energy Committee, Colorado State House of Representatives

In my view, Diane is the clear choice for U.S. Congressional District 3 of Colorado to move forward to solve issues that the past just cannot.

Polly Oberosler

'Facts say otherwise'

Dear Editor:
Are we better off? Has Trump built a strong economy? The facts say otherwise. Any gains made during his term were dwarfed by pandemic losses, far more than in many nations that responded quickly and adequately to COVID-19. With no federal leadership, 30+ million American jobs were lost, and our economy cratered (GDP dropped 32.9%). People's lives are still turned upside down with evictions, hunger, and medical catastrophe; federal relief has been miserly. For a self-described "market genius," Trump sure failed this test, disregarding thorough preparations for pandemics by previous administrations.

Trump inherited a strong economy with steady job growth since 2010. His notable economic change was adding a stock market stimulus: tax breaks in the December 2017 GOP tax bill. The "Tax Cuts and Jobs Act" disproportionately benefited the wealthy, looting trillions from our taxpayer-funded federal Treasury for billionaire investors - a spending spree that increased the CBO-projected 2020 federal budget deficit by 27.8% (Forbes.com).

Americans withheld taxes throughout 2017 based on 2017 tax rules. Then in 2018 under the new rules, lower incomes received diminished average tax refunds, compared to 2017 refunds (policygenius.com):

Under \$50,000 (60% of incomes): 4.5% fewer refunds, worth 2.7% less.

\$50,000 - \$100,000: 2.5% more refunds, but worth 1.8% less.

But over \$200,000: 45% more refunds, worth 203.4% more.

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All letters must:
be 500 words or less
be signed by the author, unless emailed
include the author's phone number and address
be received by The SUN by noon on Tuesday (deadline may move up due to a holiday), email submissions are preferred

Letters will be limited to two per month per letter writer.

If necessary, only one letter pertaining to a candidate or political issue will be printed in each edition up to three weeks prior to the election.

Letters quoting other people must contain proper attribution.

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The SUN generally does not edit letters, but reserves the right to do so.

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Business



Unemployment in Pagosa Springs still at high levels

By Mary Jo Coulehan
Pagosa Springs Area
Chamber of Commerce

Unemployment was at all-time highs, in both Pagosa Springs and nationally, this year. Due to the COVID-19 pandemic and the orders to shut businesses, unemployment rates skyrocketed. The state and Pagosa Springs hit a high during the month of April 2020 with state unemployment numbers at 12.2 percent and Archuleta County coming in at 16.4 percent.

The unemployment percentages began to drop with Archuleta County running 11.3 percent and 11.4 percent in the consecutive months with businesses beginning to reopen. The most recent unemployment figure for August is 6.5 percent, just .2 percent under the state unemployment number. While the unemployment percentage is decreasing, it is nowhere near unemployment numbers last year. At this time in 2019, Pagosa was running an unemployment rate of 2.8 percent-3.4 percent. At that time last year, businesses were still short on staff and looking for qualified workers.

The workforce crisis is at what seems to be an all-time high here in our community.

Businesses are actively seeking staff for a wide range of employment opportunities. Just look in our Pagosa Springs SUN in the Preview and you can find pages of job opportunities. With a 6.5 percent unemployment rate and Pagosa's viable pool of candidates, there are many opportunities for gainful employment.

With COVID-19 issues still looming in the community and the way that business, school and life has changed, this may affect many people's ability to go back to work. Health, child care, home-

schooling, financial aid and fear may affect why someone does not feel safe or cannot rearrange their schedule to return to work.

The good news is that more and more businesses are offering flexible schedules to accommodate the greater demand for employees. An eight-hour shift is not the norm any more. Businesses are willing to offer four- to six-hour shifts. Working around when their children go to school helps the employer and the employee set particular days and shifts where they can work. Some businesses are also looking for night work, which works well for families where one person can stay home at night with children while the other family member can work — even for a few hours. Oftentimes, working a night shift also comes with a higher pay differential.

Most people want to feel productive and contribute to the financial well-being of their household. Pagosa Springs has had an extremely busy summer; the trend is continuing and businesses are looking for workforce.

The gamut ranges from tourism-related jobs — including restaurants, lodging and retail — to service and office-industry jobs to health care and construction labor. Businesses which might typically be open seven days a week are closing several days a week

as they cannot find staff to man the facility seven days and to give current staff members a break. We put this workforce plea out to our community in the hopes that we can reduce our unemployment rate even further.

From the 2020 Business Survey that was conducted with our business community in January, a trained workforce and the availability of workforce was the No. 1 business issue.

There are local opportunities and even workforce IT development opportunities through the Digital is the Future Challenge. You can find out more about getting training at: <https://ruralinnovation.us/the-future-is-digital-challenge/>.

Check out all the opportunities in The Pagosa Springs SUN. Again, more flexible schedules and shorter work hours might be worth going into a business and asking for employment. It would be a win-win situation for all.

Census 2020 gains in response rate

Congratulations, Pagosa Springs. The self-response rate for the 2020 census for Archuleta County eked over the 2010 response rate in the last few days of the census reporting. So far, the response rate is 43.2 percent vs. 42.7

percent in 2010. With a final push of advertising through local media resources and hands-on physical presence at various locations, the Archuleta Complete Count Committee worked to encourage Archuleta County residents to be counted.

We would like to thank the LOR Foundation who extended a grant to our organization through the Community Foundation serving Southwest Colorado to help get the word out on the importance of completing the 2020 census. With this "Instagrart" from the @LOR-foundation, we were able to remind people to be counted through our media partners in print and on the radio.

Census numbers are so important for the community as they allow our community to be awarded federal funds that are based on population. Accurate counts also help our communities understand the demographics of our counties. Through these demographics, we can ascertain needs such as child and senior requirements. Thank you to all who took the time to be counted and helped Pagosa's self-response rate weigh in higher than in 2010. We know the community has grown but couldn't get people to respond. Even this little bit of an increase will help us. Be counted in Archuleta County.



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LPEA to host virtual town hall meeting in October on future power supply options

By Hillary Knox
La Plata Electric Association

In recognition of National Cooperative Month, La Plata Electric Association (LPEA) will host a series of virtual town hall meetings in October to connect with its membership and discuss future power supply options.

For several years, LPEA has been exploring how to best source affordable, reliable and sustainable electricity to power its communities. The meetings will feature a short presentation on the paths being explored, where LPEA is in the process and next steps. It will also include an open Q&A session for members to address questions directly to LPEA directors and staff.

"It's been a challenging year for direct member engagement," said LPEA Board President Britt Bassett. "Due to COVID-19, we had to cancel our member appreciation lunches and the business portion of our annual meeting. We still hold our monthly board and committee meetings virtually, but we wanted to host these special meetings to engage with our membership in a more open and casual way. We look forward to discussing this important issue with everyone."

Members are encouraged to register in advance for the meeting in their district. After registering, they will receive a confirmation email containing information about joining the webinar. All participants will be entered to win door prizes supporting local businesses.

To register for the District 1 virtual Town Hall meeting (Archuleta, Hinsdale and Mineral counties): Oct. 26, 7 p.m., visit <https://us-02web.zoom.us/j/811211111111> or register/WN_adrTysrgQ4a5ao4yHyJc2Q.

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Photo courtesy Roxanne Schick

More than 35 church members from Immaculate Heart of Mary and Pope John Paul II gathered near the bell tower downtown and prayed publicly on Saturday, Oct. 10, to bring God back to our country as part of the 2020 Public Square Rosary Crusade.

Small businesses encouraged to apply to the Energize Colorado Gap Fund financial support

Gov. Jared Polis' office

Gov. Jared Polis announced that the state will be allocating \$6 million to the Energize Gap Fund. The second round of applications is open and it will be supporting even more Colorado businesses. The deadline to apply is Oct. 26.

"The fund is a bold, ambitious proposal that truly represents a holistic effort by both Democrats and Republicans in the state legislature and beyond coming together and putting differences aside to provide much-needed relief to

small businesses and nonprofits across the state that are reeling from the pandemic," Polis said.

The fund will provide more than \$31 million in loans and grants. They will be specifically targeted toward businesses and nonprofits that have been hardest hit by the statewide shutdown and that have limited access or no access altogether to other means of financing through federal, state or local programs.

The gap fund is designed to meet this pressing need. It provides up to \$15,000 in grant funds and up to \$20,000 in low-interest loans to enti-

ties with fewer than 25 full-time employees. This represents a possible combined total of \$35,000 in total relief.

In the first round, we saw 6,000 applications submitted, requesting \$79 million in grants and \$56 million in loans. More than 50 percent of applicants were from women-owned entities, more than a quarter were rural entities, 12 percent were from Latino-owned enterprises and 10 percent were from black-owned enterprises.

To apply for Energize Colorado, visit <https://energizecolorado.com/>.

Town continues looking into realtor/broker services

By Chris Mannara
Staff Writer

The award of a contract for town realtor and/or broker services on an as-needed basis was discussed and then subsequently tabled for more information by the Pagosa Springs Town Council at a regular meeting on Oct. 6.

One of town council's goals has been to acquire parcels for public purposes, as well as possible sales of property already owned by the town, Town Manager Andrea Phillips explained.

A request for proposal (RFP) was issued for town realtor and broker services on an as-needed basis and four proposals were received from firms and individuals, according to Phillips.

According to Phillips, three of the firms were interviewed by herself and Town Attorney Clayton Buchner, while one firm withdrew.

Following the interviews, Phillips noted that it was recommended that the as-needed contract be awarded to CBRE, which is not a local firm.

"We did have some local firms that applied and they were very gracious and have a lot of knowledge in terms of working with the local real estate market, especially with residential," Phillips said.

CBRE is a worldwide firm and has a presence within the state and has a branch that specializes in public and private partnership, strategic planning and market research, Phillips noted.

"We felt that their services would be very beneficial for the town," she said, adding that a draft services agreement was shared with CBRE.

The CBRE team has a lot of experience that Phillips believed would help move forward the town's strategic goals.

CBRE has an office on the Front Range and has committed to com-

ing to Pagosa Springs whenever it needs to when there is a project that comes forward to the town.

"I think one of the great things that this particular firm can bring to the town is kind of a broad strategic view of realty and planning and development and kind of the private, public partnership and how we can leverage what we have already existing in our inventory and what we could possibly obtain for our inventory," Buchner said. "It's pretty exciting to have this sort of firm come forward and put their name in the hat. I think this is a good opportunity for the town."

Council member Nicole Pitcher commented that not going with a local broker would have the town "missing a lot."

"So much of real estate transactions happen before they ever come on the market," she said, adding that a good realtor would be connected to a lot of people in town and that someone out of town just would not be able to do those things.

Pitcher added that local real estate agents would be very connected and follow what town council is aiming to do for the community.

Phillips explained that some local agents and firms, while having specific benefits, do not have the full breadth and scope of services that the town could get from a larger firm.

"My recommendation after looking at their skills and experience and everything would still be to recommend CBRE," she said. "I did reach out directly to multiple local realtor agencies. I sent this RFP out and about. I called people. There really didn't seem to be a whole lot of interest."

One local real estate firm pulled out of the running once it realized how extensive and complex the town's needs are, Phillips noted.

Council member Shari Pierce raised a question on whether there

would be a higher cost to the town by using an out-of-area vendor and if the town would save money by going local.

"I think in either case, they are going to get a commission based on the price of the sale. They are proposing, with some of their other services, an hourly rate, and so that's something, depending on what that project is, could be built into the compensation structure that results from the sale or acquisition of that property. So, it wouldn't necessarily be something out of pocket," she said. "They are providing services that, frankly, some of the other firms don't have or didn't propose."

Council member Matt DeGuisse noted that he was excited that CBRE had experience working with public and private partnerships, and advanced brokering and deal making.

"Not being here in town, they are going to miss out on opportunities that are just not going to present themselves otherwise," DeGuisse said.

Initially, Pitcher explained that she believed the town just needed a firm who was looking out for the town and its interests, but now she feels like it has changed with CBRE coming into the fold.

"A really good realtor makes transactions happen. They know what you want and they find out how to get them," she said, adding that the town could change its scope of services.

If the town council wants to go with a different firm, Phillips suggested that she should share those proposals with council so that it can take a look at them.

"My opinion is, it sounds like where we started or where we are are two of a little different places of acquiring property which, great, we can have a local realtor, which I agree is probably the best if we're just looking for some very specific portions," council member Rory Burnett said.

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Him to be the fulfillment of David's prophecy in the Old Testament. The twelve said they were eyewitnesses of his resurrection. They said David did not ascend into heaven but Jesus did and now sits at the right hand of God as Christ and Lord.

The crowd, upon realizing they had put to death the very Messiah for whom they had been looking, was pierced to the heart. They asked, "What shall we do?" To be continued...

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Health department proposes 2021 budget

By Clayton Chaney
Staff Writer

On Oct. 5, San Juan Basin Public Health (SJBPH) held a meeting with La Plata and Archuleta county commissioners in which SJBPH Executive Director Liane Jollon presented a proposed 2021 budget.

SJBPH sent a copy of the public service application to each county along with the first draft of the budget in order to determine SJBPH's budget for the 2021 calendar year.

As an independent political subdivision of the state of Colorado, SJBPH is required to follow Colorado's Department of Local Affairs' calendar year as its fiscal year.

The proposal presented was a revised version of the first draft proposed in early September.

According to Jollon, SJBPH used 2019 demographers to determine the amount of funds proportionally allocated from La Plata and Archuleta counties. SJBPH found that it is about a four-to-one ratio from La Plata County's population of approximately 56,000 and Archuleta County's population of approximately 14,000.

From 2009-2019, proposed budgets were divided into seven core public health services.

Colorado has changed the seven core public health services to seven foundational capabilities and five

fundamental services.

According to Jollon, 2021 budget priorities include increased funding for communicable disease investigation and control, stabilizing programs and services within federal and state funding constraints, and reorganizing the agency to align with 2020 foundational capabilities and services.

There have been budget cuts in both state and federal budgets, according to Jollon.

Budget assumptions included \$150,000 in COVID funding from Archuleta County that would be matched by the state, potentially up to \$800,000; a 10 percent increase to health insurance premiums; no salary increases; and a \$9.67 per capita contribution from Archuleta and La Plata counties, according to Jollon.

Programs offered by SJBPH that are ending this year include the single entry point program, the bridges court liaison, healthy communities, Archuleta collaborative management program, substance abuse prevention, and Title X.

"We made some significant adjustments to half a dozen programs we currently offer ... to free up every dollar that we could find in the agency for our COVID-19 response," Jollon said.

The 2020 approved budget was approximately \$6 million in revenue and \$6.1 million in expenditures. The

2020 draft supplemental budget includes almost \$6.9 in revenues with the allocation of COVID funding, and \$6.7 in expenditures, which will allow for a portion of the revenues to be put into operating reserve funds.

The 2021 draft proposal budget anticipates \$5,069,190 in revenues and \$6,234,929 in expenditures.

According to Jollon, a big expense for 2021 is going to be funds dedicated to communicable disease prevention, investigation and control.

Revenue sources for the 2021 draft budget were divided into different portions: 30 percent of the budget will come from state contracts, 26 percent will come from the federal government, 21 percent from fees for service, 14 percent from the counties, and other small contributions making up the remaining 10 percent.

According to Jollon, the 14 percent combined allocation from Archuleta and La Plata counties is relatively low compared to other counties in Colorado and the nation.

Currently, the counties' contributions to public health are contributed through a \$9.67 per capita local tax contribution, which is below the statewide average of \$20 per capita, according to Jollon.

SJBPH has proposed an increase in the per capita contributions for both La Plata and Archuleta counties in order to cover a budget deficit they will face if required to continue to

respond to COVID-19 without any more federal or state funds.

A raise to \$26.25 per capita in both counties would contribute a total of \$1.8 million, enough to cover COVID expenses and have a projected 2021 reserve of \$1.4 million.

Jollon mentioned how SJBPH realizes that such a drastic increase in per capita spending is not appropriate.

Jollon went on to explain that an increase to \$17.96 per capita would result in a 50-50 split between the two counties and SJBPH to cover the reserve deficit.

Communicable disease investigation includes "the full sweep of operating expenses," according to Jollon.

She went on to mention that, in both counties, SJBPH is bringing in new COVID testing and tracing.

According to Jollon, the majority of community testing across the state is being done through health care and is not something that the local public health is continuing to invest in.

Archuleta County Finance Director Larry Walton brought up the concern if the budget had taken into consideration of a possible COVID vaccine being released or not.

Jollon responded "both" and suggested that it is unlikely any county would be able to solely fund the implementation of a vaccine.

School

Continued from front

This year's preliminary figure of 1,653 students is down from last year's enrollment total, as well as from the 2020-21 budget, including decreases in every school except for the new San Juan Mountain School, according to a graphic provided by Hodgson.

Pagosa Springs Elementary School had an enrollment of 564 in 2019 and budgeted for 536 students this year. The preliminary count shows 478 students.

A separate handout from Hodgson shows the biggest drop in the elementary school's enrollment compared to budget came in kindergarten, with 22 fewer students than the budget included — the largest grade-level drop in the district.

Pagosa Springs Middle School had 519 students for the 2019 October count, was budgeted for 516 students, and had 482 as of this year's count.

Pagosa Springs High School had 488 students enrolled for the 2019 count, was budgeted to have 473 this year, and had 430 as of this year's count.

The new San Juan Mountain School, a district-operated alternative high school, was budgeted for 40 students this year and had 45 students on the count day.

Pagosa Family School, which offers enrichment courses, had 69 students enrolled in 2019, budgeted for 38 this year, and had 40 on count day.

"That's a 128-kid decrease," Hodgson pointed out.

The finance director then showed that, for the 1,787 students anticipated in the budget, the district budgeted \$14,083,175.

With a preliminary enrollment figure of 1,660, the district is looking at \$13,700,111 — a \$383,064 decrease compared to the adopted budget.

"This decrease is in addition to the \$677,755 reduction between FY2019-20 actual funding and the 2020-21 budget," the presentation notes.

Hodgson noted that funding comes from property tax, specific ownership tax, per-pupil revenue (PPR) and a stabilization factor.

He further explained that the state allows schools to use either the current year figure or one of a number of options involving averages, with ASD's best option being a three-year average.

If the district were to lose the funding for 217 students in one year, with a PPR figure of \$8,150, the district would be looking at a loss of a million dollars.

"It's still a nasty number," he said,

adding that the district is working to trim budgets and that the October count should be finalized in November.

He noted the district had help through federal stimulus funding, but that ends in December, and what the state will do with education funding — increase the PPR figure or taking additional funding from education — is unknown.

Board of Education President Bruce Dryburgh asked if the district knew if there has been an increase in home-schooling, with LeBlanc Esparza responding that the average decline across the state has been 6 percent, with a lot of students choosing a national online school or home-schooling.

She also referred to a term she had heard — "redshirt kindergartners" — since kindergarten is not required in Colorado, and pointed out that was the grade with the biggest decline in enrollment locally.

Dryburgh noted it seems like there are as many kids in the county as before and the district will have to work to get those kids back into the schools after the virus.

LeBlanc-Esparza added that ASD has a higher percentage of kids going to school fully online than the state average and suggested it was a good thing the district offered that and is

able to keep those students.

Board member Bob Lynch questioned why ASD had budgeted a decrease in students even before coronavirus, with Hodgson clarifying that the budget was based on April enrollment, which may have included the first couple weeks of coronavirus impacts.

Lynch also asked if the district is seeing new families, with Executive Assistant Robyn Bennett stating the district is seeing the typical numbers of new families enrolling.

"The fortunate thing is ... we have a fund balance that is significantly larger, percentage-wise, than, say, Durango has. So, we can live with a onetime blip," Hodgson said. "What we have to make sure is that it doesn't happen year after year after year."

"We also have concerns about next year," the superintendent added later, explaining that the way state officials are telling them to prepare for next year, ASD doesn't want to eat into fund balances more than it has to, with the state anticipated to pass on some budget shortfalls. "As much as we can balance that, we want to."

Hodgson added that a number of ballot issues related to education funding could also have an impact. randi@pagosasun.com

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Education

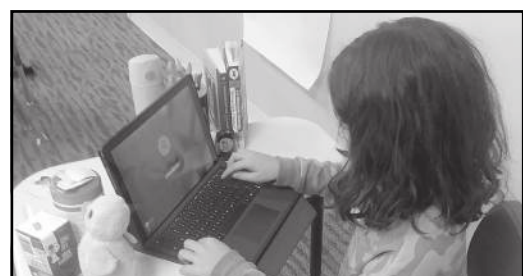
Charter school students introduced to coding

By Alison Beach and Farrah Hasen
Pagosa Peak Open School

This week, Pagosa Coders introduced Pagosa Peak Open School students to the idea of coding through hands-on and computer programs. This event was facilitated by the Pagosa Innovation Center.

With Pagosa Coders, students were able to try out coding through a variety of fun, kinesthetic exercises and get an overview of the possibilities that coding can provide vocationally and recreationally.

Some of the activities included programming a band to play songs, designing a video game layout and developing a custom level of a popular video game, Flappy Bird.



Free copies of 'The Little Red Fort' available for every 4-year-old child in Colorado

Colorado Department of Education

A total of 75,000 free copies of the children's book "The Little Red Fort," written by Brenda Maier and illustrated by Sonia Sanchez, will be available in English and Spanish through Oct. 25 for every 4-year-old in the state as part of the One Book Colorado program.

A copy of "The Little Red Fort" is available for any child who is, or has been, 4 years old in 2020.

Please come by the Ruby M. Sisson Memorial Library or attend any program and pick up this free book for your 4-year-old youngster. Better yet, bring them in to pick up their books and see the opportunities for fun and learning that are available free at your library.

One Book Colorado, now in its ninth year, is a privately funded

collaboration among Serve Colorado, the Colorado State Library, the Denver Preschool Program, Denver 7, Mile High United Way, and public and military libraries across the state.

The 2020 One Book selection follows Ruby, a girl who finds some old boards and decides to build something. With sprightly text and winsome pictures, "The Little Red Fort" is a modern spin on the timeless tale of "The Little Red Hen" and celebrates the pluck and ingenuity of young creators everywhere.

"We are so thrilled to be able to offer this year's book to every 4-year-old in Colorado. Getting books into the hands of our youth is so important and we're grateful to our sponsors who helped make this happen," said Lt. Gov. Dianne Primavera. "I read to my daughters

every night as they were growing up and I am happy to continue this tradition with my three grandchildren today."

The One Book program stems from the idea that providing young children with access to books promotes early literacy skills and helps parents and families serve as their children's first and most important teachers. Research has shown that 37 percent of children begin kindergarten without the reading skills necessary for lifelong learning. Children are more likely to show up to their kindergarten classroom ready to read if they have had regular access to books and adults who read with them frequently. Visit the state's new website, ReadWithMe. Today, to find tips and resources that can help parents make reading a part of their child's daily routine.

"It is never too early for parents and family members to begin building a child's love of reading," said Colorado Education Commissioner Katy Anthes. "By giving every child a book of their own, the One Book program is a great way to engage Colorado's children who are learning to read. We are grateful that this program offers an opportunity for parents to help their young students develop this essential learning skill."

For low-income families, access to quality books and early literacy efforts are even more important, as research shows that children in low-income families tend to have fewer books in their homes and are exposed to 30 million fewer words before the age of 4 than their higher-income peers. One Book Colorado aims to help close this vocabulary gap by giving a free book to every 4-year-old in the state.

High school seniors encouraged to apply for Daniels Scholarship

By Bruce Wilmsen
Daniels Fund

College-bound high school seniors in Colorado, New Mexico, Utah and Wyoming are encouraged to visit DanielsFund.org to apply for the Daniels Scholarship Program. The application is open through Nov. 15 at 4 p.m.

The Daniels Scholarship Program provides the opportunity for highly motivated students to earn a bachelor's degree that helps them build a successful career and rewarding life. Daniels Scholars demonstrate exceptional character, leadership and a commitment to serving their communities.

Bill Daniels would also want his scholars to be proud Americans who value our free enterprise system and are prepared to give the world their very best shot.

The goal of the program is to help each Daniels Scholar succeed in college and ultimately become independent, successful in a rewarding career and actively engaged in their community.

The Daniels Scholarship Program provides a four-year college scholarship that is unique to each student and varies depending on their expected family contribu-

tion (EFC) and their choice of school. The scholarship pays up to \$25,000 per year toward the student's unmet need, after applying their EFC, other scholarships and financial aid.

Daniels Scholars may attend any accredited nonprofit college or university in the United States.

Scholar eligibility requirements:

- Be a current high school senior graduating during the 2020-2021 academic year from a high school in Colorado, New Mexico, Utah or Wyoming.

- Be a current resident of one of these four states and a citizen or permanent resident of the U.S.

- Earn a minimum 3.0 high school GPA (on an unweighted 4.0 scale).

- Earn a minimum SAT math score of 490 and a minimum evidence-based reading and writing score of 490, or a minimum ACT score of 18 in each category (writing score not required). Super scoring is not accepted.

- For students who were unable to take the SAT or ACT due to COVID-19 cancellations, they are eligible to apply with a minimum grade point average of 3.3 in high school (on an unweighted 4.0 scale) and do not need to provide stan-

dardized test scores.

- The applicant's parent(s) or legal guardian(s) must have an adjusted gross income of \$85,000 or less on the 2019 tax return on which the applicant appears. For claimed dependents beyond the applicant, there is an allowance for an additional \$5,000 for each dependent or \$15,000 for each additional dependent in college full time.

The Daniels Scholarship Program has provided more than \$204 million in scholarships to over 4,350 students since the program was launched in 2000.

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Meet Pagosa Peak Open School's Team UP AmeriCorps members

By Alison Beach
Pagosa Peak Open School

Pagosa Peak Open School is a proud participant of Team UP AmeriCorps, which is a program of the United Way of Southwest Colorado.

This year, we have two AmeriCorps team members serving our students. Madi Neukirch is a social-emotional learning (SEL) advisor and Jamie McCarthy is an academic achievement advisor. Since these team members are new to our school, we asked a few questions to help our families get to know them better:

Where are you from?

Neukirch: Lincoln, Nebraska
McCarthy: Waukesha, Wisconsin

Why did you decide to join Team UP AmeriCorps?

Neukirch: After I graduated college in May, I knew that I wanted to take a break from my education for awhile before going back to get my teaching certificate. AmeriCorps is one year, so it seemed like the perfect amount of time to rest from my own education, while still gaining valuable experience in my career.

McCarthy: I decided to join the AmeriCorps to start my career in public service.

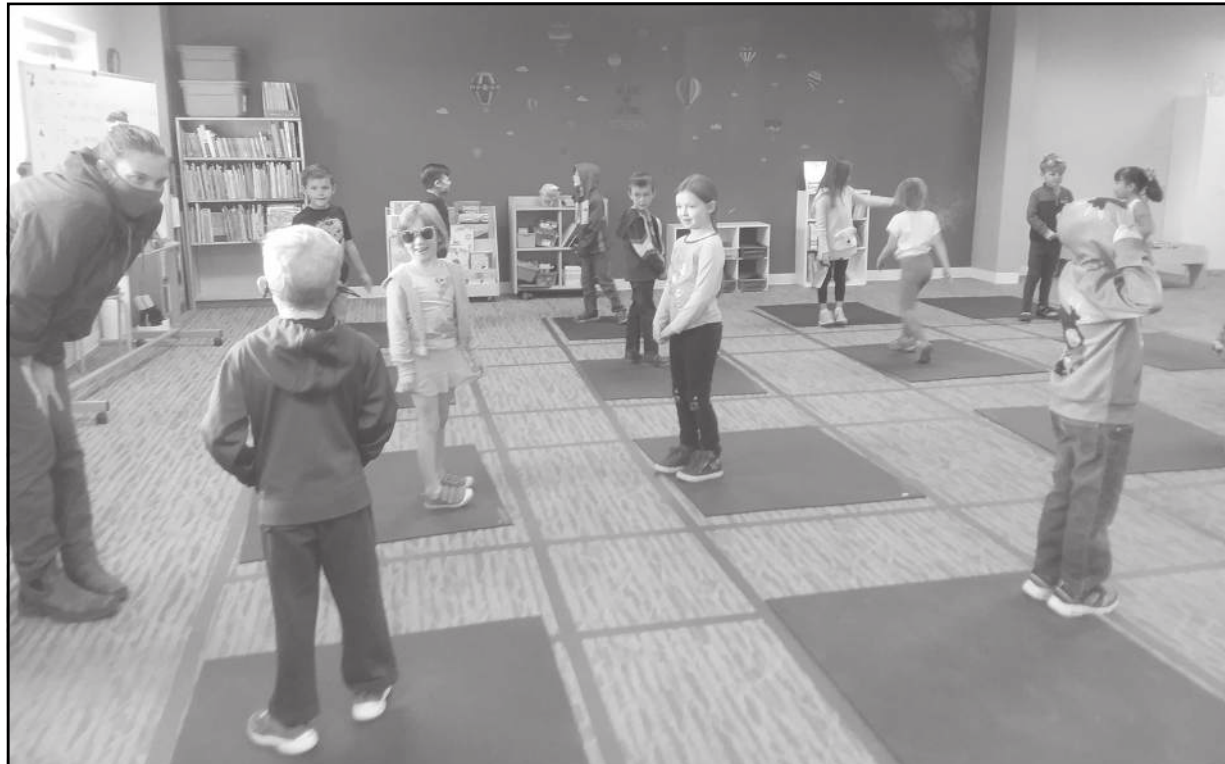
What attracted you to Pagosa Springs?

Neukirch: I had never really been to Pagosa Springs before I accepted my position here. But since arriving, I've totally fallen in love with the town. I spent most of college leading rock climbing and backpacking trips, so I'm happy to be able to push myself in those areas on my own time.

McCarthy: The small-town life of Pagosa Springs is what attracted me to the area. It has such beautiful scenery with a welcoming atmosphere, making it a perfect location.

Why do you want to work with students at a K-7 charter school?

Neukirch: I worked at a summer camp for four summers with kids aged 7-17. While I was there, I



Madi Neukirch

learned a totally different way to approach youth development. When I learned about PPOS, I saw a lot of those same practices and values reflected, so I knew right away that it was an environment that I wanted to be a part of.

McCarthy: I want to work with students at a K-7 charter school to contribute to a school that is contributing so much to its community. Being able to help these students is so rewarding.

What is your favorite color, food and book?

Neukirch: My favorite color is green, my favorite food is ice cream and my favorite book is "The Name of the Wind" by Patrick Rothfuss.

McCarthy: My favorite color is red, my favorite food is mozzarella sticks, and my favorite book is "The Child Finder."

Who is your hero?

Neukirch: My hero is my former boss at camp, Nat. She has known me since I was about 10 and has seen me through many challenges, personally and professionally. The reason I look up to her, though, is because she is an amazing role model, who never sacrifices assertiveness nor compassion in the pursuit of being a strong woman



Jamie McCarthy

and leader.

McCarthy: My mom is my hero. She taught me to be strong, independent, and hard-working. I hope to be as successful as her one day.

Have you ever been to Colorado before joining AmeriCorps? If so, what is your favorite season in

Colorado?

Neukirch: I've been to Colorado the past four summers to climb fourteeners with my dad. I've never been skiing before though, so I'm excited to be around for winter.

McCarthy: I have only been to Colorado one other time before moving here and that was in summer as well. So, by default summer is my favorite season in Colorado, until I get the chance to experience more.

This is Pagosa Peak Open School's second year partnering with Team UP AmeriCorps and the school is excited to continue serving our families with AmeriCorps and United Way of Southwest Colorado.

Town formalizes school resource officer agreement

By Chris Mannara
Staff Writer

An addendum to an intergovernmental agreement (IGA) regarding school resource officer (SRO) services between the Town of Pagosa Springs and Archuleta School District (ASD) was approved by the Pagosa Springs Town Council at a regular meeting on Oct. 6.

During the 2019-2020 school year, the town had one of its police officers in ASD schools serving as an SRO along with two deputies from the Archuleta County Sheriff's Office, making three total SROs in

local schools, according to agenda documentation.

The new addendum formalizes the relationship for the 2020-2021 school year, agenda documentation notes further.

The addendum states that for the 2020-2021 school year, ASD will pay \$33,000 to the town in nine equal monthly installments to be applied to an SRO's annual salary, benefits and equipment, and the town shall pay the remaining amount.

It also notes that if ASD schools are closed for in-person learning due to the COVID-19 virus, ASD will continue that financial contri-

but ion unless the town assigns the SRO to other temporary work for the town's benefit during the entire closure or a portion of the time.

In that case, the town would refund ASD's contribution proportionately, according to the addendum.

"This specifies that the officer would be employed by the town police department. They are an employee of the town but they serve during the school year within the schools," Town Manager Andrea Phillips said during the meeting. "It seems to be a really good partnership so far."

chris@pagosasun.com

Public Meetings

The following meetings are subject to change.

Thursday, Oct. 15

Archuleta County Republican Central Committee meeting. Noon, Pagosa Brewing, 118 N. Pagosa Blvd. Subject to cancellation due to COVID-19.

Monday, Oct. 19

Pagosa Peak Open School Board of Directors regular meeting. 5 p.m., 7 Parelli Way.

Tuesday, Oct. 20

Archuleta County Board of County Commissioners work session. 8:30 a.m. Call 264-8300 one to two days before the meeting to obtain the login information.

Archuleta County Board of County Commissioners regular meeting. 1:30 p.m. Call 264-8300 one to two days before the meeting to obtain the login information.

Wednesday, Oct. 21

Upper San Juan Library District board meeting. 4 p.m., Zoom meeting. Join us at <https://us-02web.zoom.us/j/83398449146> with meeting ID: 833 9844 9146.

Thursday, Oct. 22

Pagosa Springs Town Council meeting. 5 p.m. See town website for participation information.

Pagosa Area Water and Sanitation

District regular meeting. 5 p.m., 100 Lyn Ave.

Tuesday, Oct. 27

Archuleta County Board of County Commissioners work session. 8:30 a.m. Call 264-8300 one to two days before the meeting to obtain the login information.

Town Planning Commission, Board of Adjustments and Design Review Board work session and regular meeting. 4:30 p.m. work session, 5:30 p.m. meeting. See town website for participation information.

Wednesday, Oct. 28

Archuleta County Planning Commission meeting. 6 p.m., Archuleta County administration building, commissioners' meeting room, 398 Lewis St., and possible Zoom meeting.

Thursday, Oct. 29

Pagosa Springs Town Council work session. 5 p.m. See town website for participation information.

tion.

Public meeting information should be sent to editor@pagosasun.com with "Public Meeting" in the subject line. The deadline is noon Monday each week prior to publication for that week's issue.

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Colorado 'COVID long haulers' suffer coronavirus symptoms weeks, or even months, later

By Claire Cleveland
CPR News

In the early hours of an April morning, at her home in Erie, Ma-lea Anderson woke up with what felt like an explosion of ice water up her spine and into her head. She had a massive headache and tried to get out of bed to go to the bathroom, but her limbs wouldn't cooperate. She feared she was having a stroke.

Her partner, Randy, took her to the emergency room. The doctor suspected she had COVID-19, but she couldn't get a test. At the hospital, the 53-year-old had a brain scan that came back normal — no stroke. She was sent home from the hospital, again.

It was her second visit to the emergency room in a matter of weeks and third since March. She'd had countless telehealth appointments with various primary care physicians, seen specialists and started taking supplements like vitamin D and zinc to help with her long list of symptoms: fatigue, brain fog, exhaustion, headaches, vertigo, shortness of breath, chest pain, muscle aches.

Some days she feels like she might be getting better. Then she crashes again.

"I got to where I could walk and function and maybe go make dinner. So I would get up, I would make coffee. And that would determine how the day went," Anderson said. "Most days I would come back to bed. If I could plan meals for my family, that would be a good day. And then outside of that, I was in bed."

Anderson isn't alone. A Facebook group called Survivor Corps for those who describe themselves as "long haulers" has just over 102,000 members. While the World Health Organization estimates that 80 percent of COVID-19 infections "are mild or asymptomatic," and patients recover after two weeks, those who are still suffering question the notion of a "mild" case.

In Colorado, dozens of people report a wide range of lingering symptoms, including shortness of breath, elevated heart rate, fatigue and malaise, headaches, gastrointestinal issues, body aches, brain fog and more.

"I call it the trifecta. I have fatigue, insomnia and exhaustion," said Cindy Maetzold, who lives in Snowmass. "But when I say fatigue, I'll go for a walk, and I'll come back and I just sit down, do nothing. It's not that I'm lazy. It's that I don't have the energy to do anything."

Studies show COVID-19 symptoms can linger, but much is still unknown.

It's not clear how many people have had lingering symptoms and how many moving forward will. In a multistate phone survey of adults who tested positive for the virus, 35 percent had not returned to their pre-COVID-19 health two to three weeks after their test, according to the Centers for Disease Control and Prevention.

A small study out of Italy that surveyed 179 patients found that 87 percent of patients who were hospitalized still had symptoms 60 days after they started feeling sick. A small study in Germany found that 78 percent of COVID-19 patients had lingering heart problems two to three months out.

In Colorado Springs, Dr. Robert Lam and his medical students started surveying patients with COVID-19 after they left the hospital. The survey asks about mental, physical and financial health. Initially, the mental implications of isolation and loneliness stood out, until they started to notice some patients just weren't recovering.

"Our initial results showed that up to a fourth of patients were still having lingering symptoms of COVID. And so that was something that we didn't expect," Lam said. "We are starting to see hints and concerns that there is probably some potential long-term lung damage as we're not seeing patients recover completely."

Lam's patient population spent time in the hospital, so their long-term impacts will likely be different from those of people like Anderson who were never admitted, never on a ventilator and never treated for COVID-19.

To complicate matters even more, many patients like Anderson weren't able to get a PCR test while they were sick because of a lack of tests in the early months of the pandemic. It further distorts the picture of how many people have contracted the virus and, of those, how many still have symptoms.

'It doesn't look like there's anything to fix and you don't know how to fix it'

On Jan. 15, Ty Godwin, 58, was in South Africa on a work trip. He works in sales and travels internationally a dozen times a year. That night, he woke up to his sheets wet from sweat. Like most people in the U.S., he hadn't heard of COVID-19 yet, but he had been traveling internationally for work. What he thought was a normal cold or flu hung on for weeks.

"I've had three CT scans. I've had two echocardiograms. I had a

\$25,000 pet scan of my entire body," Godwin said. "And I've been tested for everything from Lyme disease to HIV, to anything and everything you could imagine."

None of those tests resulted in a diagnosis. As he learned more, he started to suspect he might have had the coronavirus. It took time and many tests, but his doctor now thinks the culprit is COVID-19. Early on, he had all the common symptoms, although he got an antibody test that came back negative.

He's been to the doctor at least 40 times since January and he's registered a fever at some point in the day every day since.

"I think people have figured out to not ask me, are you feeling better today? There are no good days. There are good hours in the day. Typically, mornings are pretty decent, but, you know, yesterday I had a fever at 10:30 in the morning," Godwin said. "There's a time when, I call it the witching hour, where more debilitating fatigue would kick in at the end of my business day and sometimes that creeps in during the day."

After months of research on the SARS-CoV-2 virus and COVID-19, the disease it causes, much still remains unclear. There's no approved treatment nor vaccine, yet, and so doctors are left to use trial treatments and focus on treating symptoms.

"When you've done your traditional testing and you've looked at CAT scans and functional tests, and looked at the data and everything is normal, it's also frustrating for docs out there because they don't know what to do," said Dr. Nir Goldstein, a pulmonologist at National Jewish Health. "It doesn't look like there's anything to fix and you don't know how to fix it. We can at least offer these patients some guidance and at least make them feel like they're not alone and they're not crazy."

Some patients have struggled with their doctors not believing them, a phenomenon that's been documented more often in female patients. Anderson met with a new primary care provider looking for more answers. She was telling him about her shortness of breath when he suggested that perhaps she had anxiety.

"I was like, I do not have anxiety," she said. "And he's still only sort of taking me seriously, but I did get a referral to a neurologist. And, um, she listened, but they don't know. They just don't know what's going on. You know, they prescribed me the low half of a low dose of anxiety medicine. And it has not really helped."

And not everyone has found their community to be more supportive.

"When I talk to people who knew I had COVID back in May, and I talk to them now, they find out I'm still recovering, they tend to be really surprised," said Paul Nielsen, a 60-year-old data architect who lives in Colorado Springs. "I think people don't understand how much damage it does to your body."

Nielsen turned to the Internet to find community in online forums like Survivor Corps that helped him to navigate the disease process. He also found a community of people who understood what he was going through. But, there are also people in other Facebook groups who don't understand.

"I find it very frustrating when people say the pandemic is a hoax, or it's just being politicized or they don't feel like they need to wear a mask. Or there's an easy cure with hydroxychloroquine, plus a z-pack plus zinc," he said. "I know from my experience, that the COVID disease is much more complex than any one simple, you know, here you go, it's cured."

The lives of people with lingering symptoms have been flattened and, in many cases, reduced to long bouts of fatigue, racing heart rate and brain fog.

"I like to say I'm relatively intelligent and sort of articulate, and now I feel like I'm completely inarticulate and incapable of putting a story together in any sort of logical way," said Tara Schumacher, who got sick in mid-March. "If I don't write things down, if I don't make a list before I go to the store, I'm not bringing back the things that I meant to."

Schumacher, 47, is a landscape photographer and runs an Airbnb out of her home in Fort Collins. The worst of her symptoms lasted through May. Now, she's left with lingering brain fog. This week, nearly five months after her first symptoms, she was diagnosed with post-COVID pneumonia.

Until there's more research on long haulers, all doctors can do is treat the symptoms.

"And so it's mainly supportive therapy and we don't even really know what the best ones are. We are going to try them and we're going to see how people do. And we're going to read the literature and develop and change as more information becomes available," Goldstein said. "And, hopefully, we'll publish our own experience, but it's really a lot of learning on the job with these patients. There are no established guidelines or trials that can guide you."

In the meantime, patients are left to wait and hope they get better soon.

River Rock Estates development improvement agreement approved by town council

By Chris Mannara
Staff Writer

A development improvement agreement with River Rock Estates was approved by the Pagosa Springs Town Council at a meeting on Oct. 6.

Town council member Rory Burnett recused himself from the discussion during the meeting.

On June 18, council approved the preliminary subdivision application for River Rock Estates following a recommendation from the town's planning commission, according to Planning Director James Dickhoff.

The preliminary subdivision application was recommended to be approved by town council following a determination regarding the

subdivision road being public or private, according to agenda documentation.

Town council eventually approved the application with various conditions of approval, one of which was dedicating the River Rock Estates roadway to the town, among other things, according to agenda documentation.

Of the 15 conditions of approval, agenda documentation notes that many of them are still underway with a note that these items do not impact the phase one installations of private utilities or of a public 18-inch storm drain culvert.

On Sept. 18, the applicant submitted final documents for phase one of the development, which

includes the private utilities and storm drain installations that will be done this fall before winter, agenda documentation notes.

Dickhoff explained that the first phase of the project will establish the groundwork for phase two of the project, which will consist of the installation of a roadway, trail and sidewalk, among other things.

"This is fairly typical that we help these projects phase the development of these properties," Dickhoff said. "This is a pretty typical development improvement agreement format. It's always specialized for the particular development."

According to Dickhoff, the cost for the phase one private improvements are \$368,620, while the public im-

provements cost \$17,200.

"Both the private and public improvements do require bonding, so financial security to ensure that they are completed as designed," Dickhoff said, adding that once the development agreement is approved by town council, the applicant would be providing the financial bonding for the project.

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2020 Statewide Ballot Issues

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The Colorado Constitution (Article V, Section 1(7.3)) requires the Colorado Legislative Council to publish the ballot title and legal text of each statewide ballot measure.

A **"YES/FOR"** vote on any ballot issue is a vote **in favor** of changing current law or existing circumstances, and a **"NO/AGAINST"** vote on any ballot issue is a vote **against** changing current law or existing circumstances.

Amendment B Repeal Gallagher Amendment

The ballot title below is a summary drafted by the professional legal staff for the general assembly for ballot purposes only. The ballot title will not appear in the Colorado constitution. The text of the measure that will appear in the Colorado constitution below was referred to the voters because it passed by a two-thirds majority vote of the state senate and the state house of representatives.

Ballot Title:

Without increasing property tax rates, to help preserve funding for local districts that provide fire protection, police, ambulance, hospital, kindergarten through twelfth grade education, and other services, and to avoid automatic mill levy increases, shall there be an amendment to the Colorado constitution to repeal the requirement that the general assembly periodically change the residential assessment rate in order to maintain the statewide proportion of residential property as compared to all other taxable property valued for property tax purposes and repeal the nonresidential property tax assessment rate of twenty-nine percent?

Text of Measure:

Be It Resolved by the Senate of the Seventy-second General Assembly of the State of Colorado, the House of Representatives concurring herein:

SECTION 1. At the election held on November 3, 2020, the secretary of state shall submit to the registered electors of the state the ballot title set forth in section 2 for the following amendment to the state constitution: In the constitution of the state of Colorado, section 3 of article X, amend (1)(b) as follows:

Section 3. Uniform taxation - exemptions. (1) (b) Residential real property, which shall include all residential dwelling units and the land, as defined by law, on which such units are located, and mobile home parks, but shall not include hotels and motels, shall be valued for assessment. ~~at twenty-one percent of its actual value. For the property tax year commencing January 1, 1985, the general assembly shall determine the percentage of the aggregate statewide valuation for assessment which is attributable to residential real property. For each subsequent year, the general assembly shall again determine the percentage of the aggregate statewide valuation for assessment which is attributable to each class of taxable property, after adding in the increased valuation for assessment attributable to new construction and to increased volume of mineral and oil and gas production. For each year in which there is a change in the level of value used in determining actual value, the general assembly shall adjust the ratio of valuation for assessment for residential real property which is set forth in this paragraph (b) as is necessary to insure that the percentage of the aggregate statewide valuation for assessment which is attributable to residential real property shall remain the same as it was in the year immediately preceding the year in which such change occurs. Such adjusted ratio shall be the ratio of valuation for assessment for residential real property for those years for which such new level of value is used. In determining the adjustment to be made in the ratio of valuation for assessment for residential real property, the aggregate statewide valuation for assessment that is attributable to residential real property shall be calculated as if the full actual value of all owner-occupied primary residences that are partially exempt from taxation pursuant to section 3-5 of this article was subject to taxation. All other taxable property shall be valued for assessment, at twenty-nine percent of its actual value. However, the valuation for assessment for producing mines, as defined by law, and lands or leaseholds producing oil or gas, as defined by law, shall be a portion of the actual annual or actual average annual production therefrom, based upon the value of the unprocessed material, according to procedures prescribed by law for different types of minerals. Non-producing unpatented mining claims, which are possessory interests in real property by virtue of leases from the United States of America, shall be exempt from property taxation.~~

SECTION 2. Each elector voting at the election may cast a vote either "Yes/For" or "No/Against" on the following ballot title: "Without increasing property tax rates, to help preserve funding for local districts that provide fire protection, police, ambulance, hospital, kindergarten through twelfth grade education, and other services, and to avoid automatic mill levy increases, shall there be an amendment to the Colorado constitution to repeal the requirement that the general assembly periodically change the residential assessment rate in order to maintain the statewide proportion of residential property as compared to all other taxable property valued for property tax purposes and repeal the nonresidential property tax assessment rate of twenty-nine percent?"

SECTION 3. Except as otherwise provided in section 1-40-123, Colorado Revised Statutes, if a majority of the electors voting on the ballot title vote "Yes/For", then the amendment will become part of the state constitution.

Amendment C Conduct of Charitable Gaming

The ballot title below is a summary drafted by the professional legal staff for the general assembly for ballot purposes only. The ballot title will not appear in the Colorado constitution. The text of the measure that will appear in the Colorado constitution below was referred to the voters because it passed by a two-thirds majority vote of the state senate and the state house of representatives.

Ballot Title:

Shall there be an amendment to the Colorado constitution concerning the conduct of charitable gaming activities, and, in connection therewith, allowing bingo-roulette licensees to hire managers and operators of games and reducing the required period of a charitable organization's continuous existence before obtaining a charitable gaming license?

Text of Measure:

Be It Resolved by the House of Representatives of the Seventy-second General Assembly of the State of Colorado, the Senate concurring herein:

SECTION 1. At the election held on November 3, 2020, the secretary of state shall submit to the registered electors of the state the ballot title set forth in section 2 for the following amendment to the state constitution:

In the constitution of the state of Colorado, section 2 of article XVIII, amend (2) and (4) as follows:

Section 2. Lotteries prohibited - exceptions. (2) No game of chance pursuant to this subsection (2) and subsections (3) and (4) of this section shall be conducted by any person, firm, or organization, unless a license as provided for in this subsection (2) has been issued to the firm or organization conducting such games of chance. The secretary of state shall, upon application therefor on such forms as shall be prescribed by the secretary of state and upon the payment of an annual fee as determined by the general assembly, issue a license for the conducting of such games of chance to any bona fide chartered branch or lodge or chapter of a national or state organization or to any bona fide religious, charitable, labor, fraternal, educational, voluntary firemen's, or veterans' organization which THAT operates without profit to its members and which THAT IS REGISTERED WITH THE SECRETARY OF STATE AND has been in existence continuously for a period of five THREE years immediately prior to the making of said ITS application for such license OR, ON AND AFTER JANUARY 1, 2024, FOR SUCH DIFFERENT PERIOD AS THE GENERAL ASSEMBLY MAY ESTABLISH PURSUANT TO SUBSECTION (5) OF THIS SECTION, and has had during the entire five-year period OF ITS EXISTENCE a dues-paying membership engaged in carrying out the objects of said corporation or organization, such license to expire at the end of each calendar year in which it was issued.

(4) Such games of chance shall be subject to the following restrictions:

(a) The entire net proceeds of any game shall be exclusively devoted to the lawful purposes of organizations permitted to conduct such games.

(b) ~~No person except a bona fide member of any organization may participate in the management or operation of any such game.~~

(c) No person may receive any remuneration or profit ~~IN EXCESS OF THE APPLICABLE MINIMUM WAGE~~ for participating in the management or operation of any such game.

SECTION 2. Each elector voting at the election may cast a vote either "Yes/For" or "No/Against" on the following ballot title: "Shall there be an amendment to the Colorado constitution concerning the conduct of charitable gaming activities, and, in connection therewith, allowing bingo-roulette licensees to hire managers and operators of games and reducing the required period of a charitable organization's continuous existence before obtaining a charitable gaming license?"

SECTION 3. Except as otherwise provided in section 1-40-123, Colorado Revised Statutes, if at least fifty-five percent of the electors voting on the ballot title vote "Yes/For", then the amendment will become part of the state constitution.

Amendment 76 Citizenship Qualification of Electors

The ballot title below is a summary drafted by the professional staff of the offices of the secretary of state, the attorney general, and the legal staff for the general assembly for ballot purposes only. The ballot title will not appear in the Colorado constitution. The text of the measure that will appear in the Colorado constitution below was drafted by the proponents of the initiative. The initiated measure is included on the ballot as a proposed change to current law because the proponents gathered the required amount of petition signatures.

Ballot Title:

Shall there be an amendment to the Colorado constitution requiring that to be qualified to vote at any election an individual must be a United States citizen?

Text of Measure:

Colo. Const. Art. VII, Section 1. In the constitution of the state of Colorado, amend section 1 of article 7 as follows:

~~Every citizen ONLY A CITIZEN of the United States who has attained the age of eighteen years, has resided in this state for such time as may be prescribed by law, and has been duly registered as a voter if required by law shall be qualified to vote at all elections.~~

Amendment 77 Local Voter Approval of Casino Bet Limits and Games in Black Hawk, Central City, and Cripple Creek

The ballot title below is a summary drafted by the professional staff of the offices of the secretary of state, the attorney general, and the legal staff for the general assembly for ballot purposes only. The ballot title will not appear in the Colorado constitution or Colorado Revised Statutes. The text of the measure that will appear in the Colorado constitution and Colorado Revised Statutes below was drafted by the proponents of the initiative. The initiated measure is included on the ballot as a proposed change to current law because the proponents gathered the required amount of petition signatures.

Ballot Title:

Shall there be an amendment to the Colorado consti-

tion and a change to the Colorado Revised Statutes concerning voter-approved changes to limited gaming, and, in connection therewith, allowing the voters of Central City, Black Hawk, and Cripple Creek, for their individual cities, to approve other games in addition to those currently allowed and increase a maximum single bet to any amount; and allowing gaming tax revenue to be used for support services to improve student retention and credential completion by students enrolled in community colleges?

Text of Measure:

Be it Enacted by the People of the State of Colorado:

SECTION 1. In section 9, article XVIII of the constitution of the state of Colorado, amend (7)(a)(II), (III) as follows:

(7) ~~Local elections to revise limits applicable to gaming - statewide elections to increase gaming taxes.~~

(a) Through local elections, the voters of the cities of Central, Black Hawk, and Cripple Creek are authorized to revise limits on gaming that apply to licensees operating in their city's gaming district to extend:

(II) ~~Approved games to include roulette or craps, or both; and~~

(III) ~~Single bets up to one hundred dollars.~~

SECTION 2. In Colorado Revised Statutes, section 44-30-103, amend (22) as follows:

44-30-103. Definitions.

(22) "Limited card games and slot machines", "limited gaming", or "gaming" means physical and electronic versions of slot machines, craps, roulette, and the card games of poker and blackjack authorized by this article 30, AS WELL AS SUCH OTHER GAMES AS ARE APPROVED BY THE VOTERS OF CENTRAL, BLACK HAWK, OR CRIPPLE CREEK AT A LOCAL ELECTION HELD IN EACH CITY TO CONTROL THE CONDUCT OF GAMING IN THAT JURISDICTION, and defined and regulated by the commission, each game having a maximum single bet of ~~one hundred dollars AS APPROVED BY THE VOTERS OF CENTRAL, BLACK HAWK, OR CRIPPLE CREEK AT A LOCAL ELECTION HELD IN EACH CITY TO CONTROL THE CONDUCT OF GAMING IN THAT JURISDICTION.~~

SECTION 3. In Colorado Revised Statutes, section 44-30-702, amend (3)(c)(I) as follows:

44-30-702. Revenues attributable to local revisions to gaming limits - extended limited gaming fund - identification - separate administration - distribution - definitions.

(3) From the fund, the state treasurer shall pay:

(c) Of the remaining gaming tax revenues, distributions in the following proportions:

(I) Seventy-eight percent to the state's public community colleges, junior colleges, and local district colleges to supplement existing state funding for student financial aid programs and classroom instruction programs, including PROGRAMS TO IMPROVE STUDENT RETENTION AND INCREASE CREDENTIAL COMPLETION, AS WELL AS workforce preparation to enhance the growth of the state economy, to prepare Colorado residents for meaningful employment, and to provide Colorado businesses with well-trained employees. The revenue shall be distributed to colleges that were operating on and after January 1, 2008, in proportion to their respective full-time equivalent student enrollments in the previous fiscal year. For purposes of the distribution, the state treasurer shall use the most recent available figures on full-time equivalent student enrollment calculated by the Colorado commission on higher education in accordance with subsection (4)(c) of this section.

SECTION 4. In Colorado Revised Statutes, section 44-30-816, amend as follows:

44-30-816. Authorized amount of bets.

The amount of a bet made pursuant to this article 30 shall not be more; ~~than one hundred dollars~~ on the initial bet or subsequent bet; ~~THAN THE AMOUNTS APPROVED BY THE VOTERS OF CENTRAL, BLACK HAWK, OR CRIPPLE CREEK AT A LOCAL ELECTION HELD IN EACH CITY TO CONTROL THE CONDUCT OF GAMING IN THAT JURISDICTION, subject to rules promulgated by the commission.~~

SECTION 5. In Colorado Revised Statutes, section 44-30-818, amend (1) as follows:

44-30-818. Approval of rules for certain games.

(1) Specific rules for blackjack, poker, craps, and roulette, AND SUCH OTHER GAMES AS ARE APPROVED BY THE VOTERS OF CENTRAL, BLACK HAWK, OR CRIPPLE CREEK AT A LOCAL ELECTION HELD IN EACH CITY TO CONTROL THE CONDUCT OF GAMING IN THAT JURISDICTION shall be approved by the commission and clearly posted within plain view of the games.

SECTION 6. These amendments take effect on May 1, 2021.

Proposition EE Taxes on Nicotine Products

Question:

SHALL STATE TAXES BE INCREASED BY \$294,000,000 ANNUALLY BY IMPOSING A TAX ON NICOTINE LIQUIDS USED IN E-CIGARETTES AND OTHER VAPING PRODUCTS THAT IS EQUAL TO THE TOTAL STATE TAX ON TOBACCO PRODUCTS WHEN FULLY PHASED IN, INCREMENTALLY INCREASING THE TOBACCO PRODUCTS TAX BY UP TO 22% OF THE MANUFACTURER'S LIST PRICE, INCREMENTALLY INCREASING THE CIGARETTE TAX BY UP TO 9 CENTS PER CIGARETTE, EXPANDING THE EXISTING CIGARETTE AND TOBACCO TAXES TO APPLY TO SALES TO CONSUMERS FROM OUTSIDE OF THE STATE, ESTABLISHING A MINIMUM TAX FOR MOIST SNUFF TOBACCO PRODUCTS, CREATING AN INVENTORY TAX THAT APPLIES FOR FUTURE CIGARETTE TAX INCREASES, AND INITIALLY USING THE TAX REVENUE PRIMARILY FOR PUBLIC SCHOOL FUNDING TO HELP OFFSET REVENUE THAT HAS BEEN LOST AS A RESULT OF THE ECONOMIC IMPACTS RELATED TO COVID-19 AND THEN FOR PROGRAMS THAT REDUCE THE USE OF TOBACCO AND NIC-



2020 Statewide Ballot Issues

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OTINE PRODUCTS, ENHANCE THE VOLUNTARY COLORADO PRESCHOOL PROGRAM AND MAKE IT WIDELY AVAILABLE FOR FREE, AND MAINTAIN THE FUNDING FOR PROGRAMS THAT CURRENTLY RECEIVE REVENUE FROM TOBACCO TAXES, WITH THE STATE KEEPING AND SPENDING ALL OF THE NEW TAX REVENUE AS A VOTER-APPROVED REVENUE CHANGE?

Proposition 113 Adopt Agreement to Elect U.S. President By National Popular Vote

Ballot Title:

Shall the following Act of the General Assembly be approved: An Act concerning adoption of an agreement among the states to elect the President of the United States by national popular vote, being Senate Bill No. 19-042?

Text of Measure:

Be it enacted by the General Assembly of the State of Colorado:

SECTION 1. In Colorado Revised Statutes, add part 40 to article 60 of title 24 as follows:

PART 40

AGREEMENT AMONG THE STATES TO ELECT THE PRESIDENT BY NATIONAL POPULAR VOTE

24-60-4001. **Short title.** THE SHORT TITLE OF THIS PART 40 IS THE "AGREEMENT AMONG THE STATES TO ELECT THE PRESIDENT BY NATIONAL POPULAR VOTE".

24-60-4002. **Execution of agreement.** THE AGREEMENT AMONG THE STATES TO ELECT THE PRESIDENT BY NATIONAL POPULAR VOTE IS HEREBY ENACTED INTO LAW AND ENTERED INTO WITH ALL JURISDICTIONS LEGALLY JOINING THEREIN, IN THE FORM SUBSTANTIALLY AS FOLLOWS:

ARTICLE I -- MEMBERSHIP

ANY STATE OF THE UNITED STATES AND THE DISTRICT OF COLUMBIA MAY BECOME A MEMBER OF THIS AGREEMENT BY ENACTING THIS AGREEMENT.

ARTICLE II -- RIGHT OF THE PEOPLE IN MEMBER STATES TO VOTE FOR PRESIDENT AND VICE PRESIDENT
MEMBER STATE SHALL CONDUCT A STATEWIDE POPULAR ELECTION FOR PRESIDENT AND VICE PRESIDENT OF THE UNITED STATES.

ARTICLE III -- MANNER OF APPOINTING PRESIDENTIAL ELECTORS IN MEMBER STATES

PRIOR TO THE TIME SET BY LAW FOR THE MEETING AND VOTING BY THE PRESIDENTIAL ELECTORS, THE CHIEF ELECTION OFFICIAL OF EACH MEMBER STATE SHALL DETERMINE THE NUMBER OF VOTES FOR EACH PRESIDENTIAL SLATE IN EACH STATE OF THE UNITED STATES AND IN THE DISTRICT OF COLUMBIA IN WHICH VOTES HAVE BEEN CAST IN A STATEWIDE POPULAR ELECTION AND SHALL ADD SUCH VOTES TOGETHER TO PRODUCE A "NATIONAL POPULAR VOTE TOTAL" FOR EACH PRESIDENTIAL SLATE. THE CHIEF ELECTION OFFICIAL OF EACH MEMBER STATE SHALL DESIGNATE THE PRESIDENTIAL SLATE WITH THE LARGEST NATIONAL POPULAR VOTE TOTAL AS THE "NATIONAL POPULAR VOTE WINNER."

THE PRESIDENTIAL ELECTOR CERTIFYING OFFICIAL OF EACH MEMBER STATE SHALL CERTIFY THE APPOINTMENT IN THAT OFFICIAL'S OWN STATE OF THE ELECTOR SLATE NOMINATED IN THAT STATE IN ASSOCIATION WITH THE NATIONAL POPULAR VOTE WINNER.

AT LEAST SIX DAYS BEFORE THE DAY FIXED BY LAW FOR THE MEETING AND VOTING BY THE PRESIDENTIAL ELECTORS, EACH MEMBER STATE SHALL MAKE A FINAL DETERMINATION OF THE NUMBER OF POPULAR VOTES CAST IN THE STATE FOR EACH PRESIDENTIAL SLATE AND SHALL COMMUNICATE AN OFFICIAL STATEMENT OF SUCH DETERMINATION WITHIN 24 HOURS TO THE CHIEF ELECTION OFFICIAL OF EACH OTHER MEMBER STATE.

THE CHIEF ELECTION OFFICIAL OF EACH MEMBER STATE SHALL TREAT AS CONCLUSIVE AN OFFICIAL STATEMENT CONTAINING THE NUMBER OF POPULAR VOTES IN A STATE FOR EACH PRESIDENTIAL SLATE MADE BY THE DAY ESTABLISHED BY FEDERAL LAW FOR MAKING A STATE'S FINAL DETERMINATION CONCLUSIVE AS TO THE COUNTING OF ELECTORAL VOTES BY CONGRESS.

IN EVENT OF A TIE FOR THE NATIONAL POPULAR VOTE WINNER, THE PRESIDENTIAL ELECTOR CERTIFYING OFFICIAL OF EACH MEMBER STATE SHALL CERTIFY THE APPOINTMENT OF THE ELECTOR SLATE NOMINATED IN ASSOCIATION WITH THE PRESIDENTIAL SLATE RECEIVING THE LARGEST NUMBER OF POPULAR VOTES WITHIN THAT OFFICIAL'S OWN STATE.

IF, FOR ANY REASON, THE NUMBER OF PRESIDENTIAL ELECTORS NOMINATED IN A MEMBER STATE IN ASSOCIATION WITH THE NATIONAL POPULAR VOTE WINNER IS LESS THAN OR GREATER THAN THAT STATE'S NUMBER OF ELECTORAL VOTES, THE PRESIDENTIAL CANDIDATE ON THE PRESIDENTIAL SLATE THAT HAS BEEN DESIGNATED AS THE NATIONAL POPULAR VOTE WINNER SHALL HAVE THE POWER TO NOMINATE THE PRESIDENTIAL ELECTORS FOR THAT STATE AND THAT STATE'S PRESIDENTIAL ELECTOR CERTIFYING OFFICIAL SHALL CERTIFY THE APPOINTMENT OF SUCH NOMINEES.

THE CHIEF ELECTION OFFICIAL OF EACH MEMBER STATE SHALL IMMEDIATELY RELEASE TO THE PUBLIC ALL VOTE COUNTS OR STATEMENTS OF VOTES AS THEY ARE DETERMINED OR OBTAINED.

THIS ARTICLE SHALL GOVERN THE APPOINTMENT OF PRESIDENTIAL ELECTORS IN EACH MEMBER STATE IN ANY YEAR IN WHICH THIS AGREEMENT IS, ON JULY 20, IN EFFECT IN STATES CUMULATIVELY POSSESSING A MAJORITY OF THE ELECTORAL VOTES.

ARTICLE IV -- OTHER PROVISIONS

THIS AGREEMENT SHALL TAKE EFFECT WHEN STATES CUMULATIVELY POSSESSING A MAJORITY OF THE ELECTORAL VOTES HAVE ENACTED THIS AGREEMENT IN SUBSTANTIALLY THE SAME FORM AND THE ENACTMENTS BY SUCH STATES HAVE TAKEN EFFECT IN EACH STATE.

ANY MEMBER STATE MAY WITHDRAW FROM THIS AGREEMENT, EXCEPT THAT A WITHDRAWAL OCCURRING SIX MONTHS OR LESS BEFORE THE END OF A PRESIDENT'S TERM SHALL NOT BECOME EFFECTIVE UNTIL A PRESIDENT OR VICE PRESIDENT SHALL HAVE BEEN QUALIFIED TO SERVE THE NEXT TERM.

THE CHIEF EXECUTIVE OF EACH MEMBER STATE SHALL PROMPTLY NOTIFY THE CHIEF EXECUTIVE OF ALL OTHER STATES OF WHEN THIS AGREEMENT HAS BEEN ENACTED AND HAS TAKEN EFFECT IN THAT OFFICIAL'S STATE, WHEN THE STATE HAS WITHDRAWN FROM THIS AGREEMENT, AND WHEN THIS AGREEMENT TAKES EFFECT GENERALLY.

THIS AGREEMENT SHALL TERMINATE IF THE ELECTORAL COLLEGE IS ABOLISHED.

IF ANY PROVISION OF THIS AGREEMENT IS HELD INVALID, THE REMAINING PROVISIONS SHALL NOT BE AFFECTED.

ARTICLE V -- DEFINITIONS

FOR PURPOSES OF THIS AGREEMENT,

"CHIEF EXECUTIVE" SHALL MEAN THE GOVERNOR OF A STATE OF THE UNITED STATES OR THE MAYOR OF THE DISTRICT OF COLUMBIA;

"ELECTOR SLATE" SHALL MEAN A SLATE OF CANDIDATES WHO HAVE BEEN NOMINATED IN A STATE FOR THE POSITION OF PRESIDENTIAL ELECTOR IN ASSOCIATION WITH A PRESIDENTIAL SLATE;

"CHIEF ELECTION OFFICIAL" SHALL MEAN THE STATE OFFICIAL OR BODY THAT IS AUTHORIZED TO CERTIFY THE TOTAL NUMBER OF POPULAR VOTES FOR EACH PRESIDENTIAL SLATE;

"PRESIDENTIAL ELECTOR" SHALL MEAN AN ELECTOR FOR PRESIDENT AND VICE PRESIDENT OF THE UNITED STATES;

"PRESIDENTIAL ELECTOR CERTIFYING OFFICIAL" SHALL MEAN THE STATE OFFICIAL OR BODY THAT IS AUTHORIZED TO CERTIFY THE APPOINTMENT OF THE STATE'S PRESIDENTIAL ELECTORS;

"PRESIDENTIAL SLATE" SHALL MEAN A SLATE OF TWO PERSONS, THE FIRST OF WHOM HAS BEEN NOMINATED AS A CANDIDATE FOR PRESIDENT OF THE UNITED STATES AND THE SECOND OF WHOM HAS BEEN NOMINATED AS A CANDIDATE FOR VICE PRESIDENT OF THE UNITED STATES, OR ANY LEGAL SUCCESSORS TO SUCH PERSONS, REGARDLESS OF WHETHER BOTH NAMES APPEAR ON THE BALLOT PRESENTED TO THE VOTER IN A PARTICULAR STATE;

"STATE" SHALL MEAN A STATE OF THE UNITED STATES AND THE DISTRICT OF COLUMBIA; AND

"STATEWIDE POPULAR ELECTION" SHALL MEAN A GENERAL ELECTION IN WHICH VOTES ARE CAST FOR PRESIDENTIAL SLATES BY INDIVIDUAL VOTERS AND COUNTED ON A STATEWIDE BASIS.

24-60-4003. **Reaffirmation of Colorado law.** WHEN THE AGREEMENT AMONG THE STATES TO ELECT THE PRESIDENT BY NATIONAL POPULAR VOTE BECOMES EFFECTIVE AS PROVIDED IN ARTICLE IV OF THE AGREEMENT AND GOVERNS THE APPOINTMENT OF PRESIDENTIAL ELECTORS AS PROVIDED IN ARTICLE III OF THE AGREEMENT, EACH PRESIDENTIAL ELECTOR SHALL VOTE FOR THE PRESIDENTIAL CANDIDATE AND, BY SEPARATE BALLOT, VICE-PRESIDENTIAL CANDIDATE NOMINATED BY THE POLITICAL PARTY OR POLITICAL ORGANIZATION THAT NOMINATED THE PRESIDENTIAL ELECTOR.

24-60-4004. **Conflicting provisions of law.** WHEN THE AGREEMENT AMONG THE STATES TO ELECT THE PRESIDENT BY NATIONAL POPULAR VOTE BECOMES EFFECTIVE AS PROVIDED IN ARTICLE IV OF THE AGREEMENT AND GOVERNS THE APPOINTMENT OF PRESIDENTIAL ELECTORS AS PROVIDED IN ARTICLE III OF THE AGREEMENT, THIS PART 40 SHALL SUPERSEDE ANY CONFLICTING PROVISIONS OF COLORADO LAW.

SECTION 2. **Act subject to petition - effective date.** This act takes effect at 12:01 a.m. on the day following the expiration of the ninety-day period after final adjournment of the general assembly (August 2, 2019, if adjournment sine die is on May 3, 2019); except that, if a referendum petition is filed pursuant to section 1 (3) of article V of the state constitution against this act or an item, section, or part of this act within such period, then the act, item, section, or part will not take effect unless approved by the people at the general election to be held in November 2020 and, in such case, will take effect on the date of the official declaration of the vote thereon by the governor.

Proposition 114

Reintroduction and Management of Gray Wolves

The ballot title below is a summary drafted by the professional staff of the offices of the secretary of state, the attorney general, and the legal staff for the general assembly for ballot purposes only. The ballot title will not appear in the Colorado Revised Statutes. The text of the measure that will appear in the Colorado Revised Statutes below was drafted by the proponents of the initiative. The initiated measure is included on the ballot as a proposed change to current law because the proponents gathered the required amount of petition signatures.

Ballot Title:

Shall there be a change to the Colorado Revised Statutes concerning the restoration of gray wolves through their reintroduction on designated lands in Colorado located west of the continental divide, and, in connection therewith, requiring the Colorado parks and wild-

life commission, after holding statewide hearings and using scientific data, to implement a plan to restore and manage gray wolves; prohibiting the commission from imposing any land, water, or resource use restrictions on private landowners to further the plan; and requiring the commission to fairly compensate owners for losses of livestock caused by gray wolves?

Text of Measure:

Be it Enacted by the People of the State of Colorado:

SECTION 1. In Colorado Revised Statutes, add 33-2-105.8 as follows:

33-2-105.8. **Reintroduction of gray wolves on designated lands west of the continental divide - public input in commission development of restoration plan - compensation to owners of livestock - definitions.**

(1) THE VOTERS OF COLORADO FIND AND DECLARE THAT:

(a) HISTORICALLY, WOLVES WERE AN ESSENTIAL PART OF THE WILD HABITAT OF COLORADO BUT WERE EXTERMINATED AND HAVE BEEN FUNCTIONALLY EXTINCT FOR SEVENTY-FIVE YEARS IN THE STATE;

(b) THE GRAY WOLF IS LISTED AS AN ENDANGERED SPECIES ON THE COMMISSION'S LIST OF ENDANGERED OR THREATENED SPECIES;

(c) ONCE RESTORED TO COLORADO, GRAY WOLVES WILL HELP RESTORE A CRITICAL BALANCE IN NATURE; AND

(d) RESTORATION OF THE GRAY WOLF TO THE STATE MUST BE DESIGNED TO RESOLVE CONFLICTS WITH PERSONS ENGAGED IN RANCHING AND FARMING IN THIS STATE.

(2) NOTWITHSTANDING ANY PROVISION OF STATE LAW TO THE CONTRARY, INCLUDING SECTION 33-2-105.5 (2), AND IN ORDER TO RESTORE GRAY WOLVES TO THE STATE, THE COMMISSION SHALL:

(a) DEVELOP A PLAN TO RESTORE AND MANAGE GRAY WOLVES IN COLORADO, USING THE BEST SCIENTIFIC DATA AVAILABLE;

(b) HOLD STATEWIDE HEARINGS TO ACQUIRE INFORMATION TO BE CONSIDERED IN DEVELOPING SUCH PLAN, INCLUDING SCIENTIFIC, ECONOMIC, AND SOCIAL CONSIDERATIONS PERTAINING TO SUCH RESTORATION;

(c) PERIODICALLY OBTAIN PUBLIC INPUT TO UPDATE SUCH PLAN;

(d) TAKE THE STEPS NECESSARY TO BEGIN REINTRODUCTIONS OF GRAY WOLVES BY DECEMBER 31, 2023, ONLY ON DESIGNATED LANDS; AND

(e) OVERSEE GRAY WOLF RESTORATION AND MANAGEMENT, INCLUDING THE DISTRIBUTION OF STATE FUNDS THAT ARE MADE AVAILABLE TO:

(I) ASSIST OWNERS OF LIVESTOCK IN PREVENTING AND RESOLVING CONFLICTS BETWEEN GRAY WOLVES AND LIVESTOCK; AND

(II) PAY FAIR COMPENSATION TO OWNERS OF LIVESTOCK FOR ANY LOSSES OF LIVESTOCK CAUSED BY GRAY WOLVES, AS VERIFIED PURSUANT TO THE CLAIM PROCEDURES AUTHORIZED BY SECTIONS 33-3-107 TO 33-3-110 AND, TO THE EXTENT THEY ARE AVAILABLE, FROM MONEYS IN THE WILDLIFE CASH FUND AS PROVIDED IN SECTION 33-3-107 (2.5).

(3) (a) THE COMMISSION'S PLAN MUST COMPLY WITH SECTION 33-2-105.7 (2), (3), AND (4) AND MUST INCLUDE:

(I) THE SELECTION OF DONOR POPULATIONS OF GRAY WOLVES;

(II) THE PLACES, MANNER, AND SCHEDULING OF REINTRODUCTIONS OF GRAY WOLVES BY THE DIVISION, WITH SUCH REINTRODUCTIONS BEING RESTRICTED TO DESIGNATED LANDS;

(III) DETAILS FOR THE RESTORATION AND MANAGEMENT OF GRAY WOLVES, INCLUDING ACTIONS NECESSARY OR BENEFICIAL FOR ESTABLISHING AND MAINTAINING A SELF-SUSTAINING POPULATION, AS AUTHORIZED BY SECTION 33-2-104; AND

(IV) METHODOLOGIES FOR DETERMINING WHEN THE GRAY WOLF POPULATION IS SUSTAINING ITSELF SUCCESSFULLY AND WHEN TO REMOVE THE GRAY WOLF FROM THE LIST OF ENDANGERED OR THREATENED SPECIES, AS PROVIDED FOR IN SECTION 33-2-105 (2).

(b) THE COMMISSION SHALL NOT IMPOSE ANY LAND, WATER, OR RESOURCE USE RESTRICTIONS ON PRIVATE LANDOWNERS IN FURTHERANCE OF THE PLAN.

(4) IN FURTHERANCE OF THIS SECTION AND THE EXPRESSED INTENT OF VOTERS, THE GENERAL ASSEMBLY:

(a) SHALL MAKE SUCH APPROPRIATIONS AS ARE NECESSARY TO FUND THE PROGRAMS AUTHORIZED AND OBLIGATIONS, INCLUDING FAIR COMPENSATION FOR LIVESTOCK LOSSES THAT ARE AUTHORIZED BY THIS SECTION BUT CANNOT BE PAID FROM MONEYS IN THE WILDLIFE CASH FUND, IMPOSED BY THIS SECTION; AND

(b) MAY ADOPT SUCH OTHER LEGISLATION AS WILL FACILITATE THE IMPLEMENTATION OF THE RESTORATION OF GRAY WOLVES TO COLORADO.

(5) AS USED IN THIS SECTION, UNLESS THE CONTEXT OTHERWISE REQUIRES:

(a) "DESIGNATED LANDS" MEANS THOSE LANDS WEST OF THE CONTINENTAL DIVIDE IN COLORADO THAT THE COMMISSION DETERMINES ARE CONSISTENT WITH ITS PLAN TO RESTORE AND MANAGE GRAY WOLVES.

(b) "GRAY WOLF" MEANS NONGAME WILDLIFE OF THE SPECIES CANIS LUPUS.

(c) "LIVESTOCK" MEANS CATTLE, HORSES, MULES, BURROS, SHEEP, LAMBS, SWINE, LLAMA, ALPACA, AND GOATS.

(d) "RESTORE" OR "RESTORATION" MEANS ANY REINTRODUCTION, AS PROVIDED FOR IN SEC-



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TION 33-2-105.7 (1)(a), AS WELL AS POST-RELEASE MANAGEMENT OF THE GRAY WOLF IN A MANNER THAT FOSTERS THE SPECIES' CAPACITY TO SUSTAIN ITSELF SUCCESSFULLY.

Proposition 115 Prohibit Abortions After 22 Weeks

The ballot title below is a summary drafted by the professional staff of the offices of the secretary of state, the attorney general, and the legal staff for the general assembly for ballot purposes only. The ballot title will not appear in the Colorado Revised Statutes. The text of the measure that will appear in the Colorado Revised Statutes below was drafted by the proponents of the initiative. The initiated measure is included on the ballot as a proposed change to current law because the proponents gathered the required amount of petition signatures.

Ballot Title:

Shall there be a change to the Colorado Revised Statutes concerning prohibiting an abortion when the probable gestational age of the fetus is at least twenty-two weeks, and, in connection therewith, making it a misdemeanor punishable by a fine to perform or attempt to perform a prohibited abortion, except when the abortion is immediately required to save the life of the pregnant woman when her life is physically threatened, but not solely by a psychological or emotional condition; defining terms related to the measure including "probable gestational age" and "abortion," and excepting from the definition of "abortion" medical procedures relating to miscarriage or ectopic pregnancy; specifying that a woman on whom an abortion is performed may not be charged with a crime in relation to a prohibited abortion; and requiring the Colorado medical board to suspend for at least three years the license of a licensee whom the board finds performed or attempted to perform a prohibited abortion?

Text of Measure:

BE IT ENACTED BY THE PEOPLE OF THE STATE OF COLORADO:

SECTION 1. IN COLORADO REVISED STATUTES, ADD PART 9 TO ARTICLE 6 OF TITLE 18 AS FOLLOWS:

Part 9 LATE ABORTIONS PROHIBITED

18-6-901. Declaration of the People.

(1) THE PEOPLE OF THE STATE OF COLORADO FIND AND DECLARE THAT:

(a) CURRENTLY, IN THE STATE OF COLORADO AN ABORTION CAN BE PERFORMED AT ANY TIME DURING PREGNANCY.

(b) THIS INITIATIVE WOULD PROHIBIT AN ABORTION AFTER 22 WEEKS GESTATIONAL AGE OF THE FETUS.

18-6-902. Definitions. AS USED IN THIS PART 9:

(1) "ABORTION" MEANS THE ACT OF USING OR PRESCRIBING ANY INSTRUMENT, MEDICINE, DRUG, OR ANY OTHER SUBSTANCE, DEVICE, OR MEANS WITH THE INTENT TO TERMINATE THE PREGNANCY OF A WOMAN KNOWN TO BE PREGNANT OR WITH THE INTENT TO KILL THE UNBORN CHILD OF A WOMAN KNOWN TO BE PREGNANT. SUCH USE, PRESCRIPTION, OR MEANS IS NOT AN ABORTION IF DONE WITH THE INTENT TO:

(a) SAVE THE LIFE OR PRESERVE THE HEALTH OF THE EMBRYO OR FETUS;

(b) REMOVE A DEAD EMBRYO OR FETUS CAUSED BY MISCARRIAGE; OR

(c) REMOVE AN ECTOPIC PREGNANCY.

(2) "GESTATIONAL AGE" MEANS THE TIME THAT HAS ELAPSED FROM THE FIRST DAY OF THE WOMAN'S LAST MENSTRUAL PERIOD.

(3) "PROBABLE GESTATIONAL AGE" MEANS WHAT, IN THE JUDGMENT OF THE PHYSICIAN USING BEST MEDICAL PRACTICES, WILL WITH REASONABLE PROBABILITY BE THE GESTATIONAL AGE OF THE UNBORN CHILD AT THE TIME AN ABORTION IS PLANNED TO BE PERFORMED."

(4) "TWENTY-TWO WEEKS" MEANS TWENTY-TWO WEEKS, ZERO DAYS GESTATIONAL AGE.

18-6-903. Abortion after 22 weeks gestational age prohibited.

(1) UNLAWFUL CONDUCT. NOTWITHSTANDING ANY OTHER PROVISION OF LAW, EXCEPT AS PROVIDED IN 18-6-903 (3), IT IS UNLAWFUL FOR ANY PERSON TO INTENTIONALLY OR RECKLESSLY PERFORM OR ATTEMPT TO PERFORM AN ABORTION ON ANY OTHER PERSON IF THE PROBABLE GESTATIONAL AGE OF THE FETUS IS AT LEAST 22 WEEKS.

(2) ASSESSMENT OF GESTATIONAL AGE. A PHYSICIAN PERFORMING OR ATTEMPTING AN ABORTION SHALL FIRST MAKE A DETERMINATION OF THE PROBABLE GESTATIONAL AGE. IN MAKING SUCH A DETERMINATION, THE PHYSICIAN SHALL MAKE SUCH INQUIRIES OF THE PREGNANT WOMAN AND PERFORM OR CAUSE TO BE PERFORMED SUCH MEDICAL EXAMINATIONS AND TESTS AS A REASONABLY PRUDENT PHYSICIAN, KNOWLEDGEABLE ABOUT THE CASE AND THE MEDICAL CONDITIONS INVOLVED, WOULD CONSIDER NECESSARY TO MAKE AN ACCURATE DETERMINATION OF THE GESTATIONAL AGE.

(3) EXCEPTION. IF, IN THE REASONABLE MEDICAL JUDGEMENT OF THE PHYSICIAN, AN ABORTION IS IMMEDIATELY REQUIRED TO SAVE THE LIFE OF A PREGNANT WOMAN, RATHER THAN AN EXPEDITED DELIVERY OF THE LIVING FETUS, AND IF THE PREGNANT WOMAN'S LIFE IS THREATENED BY A PHYSICAL DISORDER, PHYSICAL ILLNESS, OR PHYSICAL INJURY, INCLUDING A LIFE-ENDANGERING PHYSICAL CONDITION CAUSED BY OR ARISING FROM THE PREGNANCY ITSELF, BUT NOT INCLUDING PSYCHOLOGICAL OR EMOTIONAL CONDITIONS, SUCH AN ABORTION IS NOT UNLAWFUL. IN SUCH A SITUATION, A PHYSICIAN MAY REASONABLY RELY UPON AN ASSESSMENT OF GESTATIONAL AGE MADE BY ANOTHER PHYSICIAN INSTEAD OF ABIDING BY THE PROVISIONS OF 18-6-903 (2).

(4) PENALTIES. ANY PERSON WHO INTENTIONALLY OR RECKLESSLY PERFORMS OR PERFORMS OR ATTEMPTS TO PERFORM AN ABORTION IN VIOLATION OF THIS PART 9 IS GUILTY OF A CLASS 1 MISDEMEANOR BUT MAY ONLY BE SUBJECT TO PUNISHMENT BY FINE AND NOT BY JAIL TIME.

(5) NO CRIMINAL PENALTIES FOR WOMEN. A WOMAN ON WHOM AN ABORTION IS PERFORMED OR A PERSON WHO FILLS A PRESCRIPTION OR PROVIDES EQUIPMENT USED IN AN ABORTION DOES NOT VIOLATE THIS PART 9 AND CANNOT BE CHARGED WITH A CRIME IN CONNECTION THEREWITH.

SECTION 2. IN COLORADO REVISED STATUTES, 12-240-121, ADD (1)(nn) AS FOLLOWS:

12-240-121. Unprofessional conduct-definitions. (1) "Unprofessional conduct" as used in this Article 240 means:

(nn) A VIOLATION OF SECTION 18-6-903.

SECTION 3. IN COLORADO REVISED STATUTES, 12-240-125, ADD (9.5) AS FOLLOWS:

12-240-125. Disciplinary action by board - immunity - rules.

(8.5) IF THE BOARD FINDS A LICENSEE COMMITTED UNPROFESSIONAL CONDUCT IN VIOLATION OF SECTION 12-240-121 (1)(nn), THE BOARD SHALL SUSPEND THE LICENSEE'S LICENSE FOR AT LEAST THREE YEARS.

SECTION 4. Effective date-applicability-self-executing. (1) This act takes effect from and after the date of the official declaration of the vote thereon by proclamation of the governor, and applies to offenses committed on or after said date.

(2) The provisions of this initiative are self-executing.

Proposition 116 State Income Tax Rate Reduction

The ballot title below is a summary drafted by the professional staff of the offices of the secretary of state, the attorney general, and the legal staff for the general assembly for ballot purposes only. The ballot title will not appear in the Colorado Revised Statutes. The text of the measure that will appear in the Colorado Revised Statutes below was drafted by the proponents of the initiative. The initiated measure is included on the ballot as a proposed change to current law because the proponents gathered the required amount of petition signatures.

Ballot Title:

Shall there be a change to the Colorado Revised Statutes reducing the state income tax rate from 4.63% to 4.55%?

Text of Measure:

Be it enacted by the People of the State of Colorado:

SECTION 1. In Colorado Revised Statutes, 39-22-104, amend (1.7) as follows:

39-22-104. Income tax imposed on individuals, estates, and trusts - single rate - legislative declaration - definitions - repeal.

(1.7) (a) Except as otherwise provided in section 39-22-627, subject to subsection (2) of this section, with respect to taxable years commencing on or after January 1, 2000, BUT BEFORE JANUARY 1, 2020, a tax of four and sixty-three one-hundredths percent is imposed on the federal taxable income, as determined pursuant to section 63 of the internal revenue code, of every individual, estate, and trust.

(b) EXCEPT AS OTHERWISE PROVIDED IN SECTION 39-22-627, SUBJECT TO SUBSECTION (2) OF THIS SECTION, WITH RESPECT TO TAXABLE YEARS COMMENCING ON OR AFTER JANUARY 1, 2020, A TAX OF FOUR AND FIFTY-FIVE ONE-HUNDREDTHS PERCENT IS IMPOSED ON THE FEDERAL TAXABLE INCOME, AS DETERMINED PURSUANT TO SECTION 63 OF THE INTERNAL REVENUE CODE, OF EVERY INDIVIDUAL, ESTATE, AND TRUST.

SECTION 2. In Colorado Revised Statutes, 39-22-301, amend (1)(d)(I)(I); and add (1)(d)(I)(J) as follows:

39-22-301. Corporate tax imposed. (1) (d) (I) A tax is imposed upon each domestic C corporation and foreign C corporation doing business in Colorado annually in an amount of the net income of such C corporation during the year derived from sources within Colorado as set forth in the following schedule of rates:

(I) Except as otherwise provided in section 39-22-627, for income tax years commencing on or after January 1, 2000, BUT BEFORE JANUARY 1, 2020, four and sixty-three one-hundredths percent of the Colorado net income;

(J) EXCEPT AS OTHERWISE PROVIDED IN SECTION 39-22-627, FOR INCOME TAX YEARS COMMENCING ON OR AFTER JANUARY 1, 2020, FOUR AND FIFTY-FIVE ONE-HUNDREDTHS PERCENT OF THE COLORADO NET INCOME.

SECTION 3 In Colorado Revised Statutes, 39-22-604, amend (18)(a) introductory portion and (18)(b) as follows:

39-22-604. Withholding tax - requirement to withhold - tax lien - exemption from lien - definitions. (18) (a) Any person who makes a payment for services to any natural person that is not otherwise subject to state income tax withholding but that requires an information return, including but not limited to any payment for which internal revenue service form 1099-B, 1099-DIV, 1099-INT, 1099-MISC, 1099-OID, or 1099-PATR, the issuance of any of which allows taxpayer identification number verification through the taxpayer identification number matching program administered by the internal revenue service, or any other version of form 1099 is required, shall deduct and withhold state income tax at the rate of four and sixty-three one-hundredths percent SET FORTH IN SECTION 39-22-104 OR 39-22-301 if the person who performed the services:

(b) Any person other than a natural person and any natural person who in the course of conducting a trade or business as a sole proprietor makes any payment for services to a natural person that is not reported on any information return shall deduct and withhold state income tax at the rate of four and sixty-three one-hundredths percent SET FORTH IN SECTION 39-22-104, unless the employer making payment has a validated taxpayer identification number from the person to

whom payment is made.

SECTION 4. Effective date. THIS ACT SHALL TAKE EFFECT UPON PROCLAMATION BY THE GOVERNOR.

Proposition 117 Voter Approval for Certain New State Enterprises

The ballot title below is a summary drafted by the professional staff of the offices of the secretary of state, the attorney general, and the legal staff for the general assembly for ballot purposes only. The ballot title will not appear in the Colorado Revised Statutes. The text of the measure that will appear in the Colorado Revised Statutes below was drafted by the proponents of the initiative. The initiated measure is included on the ballot as a proposed change to current law because the proponents gathered the required amount of petition signatures.

Ballot Title:

Shall there be a change to the Colorado Revised Statutes requiring statewide voter approval at the next even-year election of any newly created or qualified state enterprise that is exempt from the Taxpayer's Bill of Rights, Article X, Section 20 of the Colorado constitution, if the projected or actual combined revenue from fees and surcharges of the enterprise, and all other enterprises created within the last five years that serve primarily the same purpose, is greater than \$100 million within the first five fiscal years of the creation or qualification of the new enterprise?

Text of Measure:

Be it Enacted by the People of the State of Colorado:

SECTION 1. In Colorado Revised Statutes, add 24-77-108 as follows:

24-77-108. Creation of a new fee-based Enterprise. In order to provide transparency and oversight to government mandated fees the People of the State of Colorado find and declare that:

(1) After January 1, 2021, any state enterprise qualified or created, as defined under Colo.Const. Art. X, section 20(2)(d) with projected or actual revenue from fees and surcharges of over \$100,000,000 total in its first five fiscal years must be approved at a statewide general election. Ballot titles for enterprises shall begin, "SHALL AN ENTERPRISE BE CREATED TO COLLECT REVENUE TOTALING (full dollar collection for first five fiscal years) IN ITS FIRST FIVE YEARS...?"

(2) Revenue collected for enterprises created simultaneously or within the five preceding years serving primarily the same purpose shall be aggregated in calculating the applicability of this section.

Proposition 118 Paid Family and Medical Leave Insurance Program

The ballot title below is a summary drafted by the professional staff of the offices of the secretary of state, the attorney general, and the legal staff for the general assembly for ballot purposes only. The ballot title will not appear in the Colorado Revised Statutes. The text of the measure that will appear in the Colorado Revised Statutes below was drafted by the proponents of the initiative. The initiated measure is included on the ballot as a proposed change to current law because the proponents gathered the required amount of petition signatures.

Ballot Title:

Shall there be a change to the Colorado Revised Statutes concerning the creation of a paid family and medical leave program in Colorado, and, in connection therewith, authorizing paid family and medical leave for a covered employee who has a serious health condition, is caring for a new child or for a family member with a serious health condition, or has a need for leave related to a family member's military deployment or for safe leave; establishing a maximum of 12 weeks of family and medical leave, with an additional 4 weeks for pregnancy or childbirth complications, with a cap on the weekly benefit amount; requiring job protection for and prohibiting retaliation against an employee who takes paid family and medical leave; allowing a local government to opt out of the program; permitting employees of such a local government and self-employed individuals to participate in the program; exempting employers who offer an approved private paid family and medical leave plan; to pay for the program, requiring a premium of 0.9% of each employee's wages, up to a cap, through December 31, 2024, and as set thereafter, up to 1.2% of each employee's wages, by the director of the division of family and medical leave insurance; authorizing an employer to deduct up to 50% of the premium amount from an employee's wages and requiring the employer to pay the remainder of the premium, with an exemption for employers with fewer than 10 employees; creating the division of family and medical leave insurance as an enterprise within the department of labor and employment to administer the program; and establishing an enforcement and appeals process for retaliation and denied claims?

Text of Measure:

Be it Enacted by the People of the State of Colorado:

SECTION 1. In Colorado Revised Statutes, add part 4 to article 13.3 of title 8 as follows:

8-13.3-401. Short title. THIS PART 4 SHALL BE KNOWN AND MAY BE CITED AS THE "PAID FAMILY AND MEDICAL LEAVE INSURANCE ACT".

8-13.3-402. Purposes and findings. THE PEOPLE OF THE STATE OF COLORADO HEREBY FIND AND DECLARE THAT:

(1) WORKERS IN COLORADO EXPERIENCE A VARIETY OF PERSONAL AND FAMILY CAREGIVING OBLIGATIONS, BUT IT CAN BE DIFFICULT OR IMPOSSIBLE TO ADEQUATELY RESPOND TO THOSE NEEDS WITHOUT ACCESS TO PAID LEAVE.

(2) ACCESS TO PAID FAMILY AND MEDICAL LEAVE INSURANCE HELPS EMPLOYERS IN COLORADO BY REDUCING TURNOVER, RECRUITING WORKERS, AND PROMOTING A HEALTHY BUSINESS



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CLIMATE, WHILE ALSO ENSURING THAT SMALLER EMPLOYERS CAN COMPETE WITH LARGER EMPLOYERS BY PROVIDING PAID LEAVE BENEFITS TO THEIR WORKERS THROUGH AN AFFORDABLE INSURANCE PROGRAM.

(3) PAID FAMILY AND MEDICAL LEAVE INSURANCE WILL ALSO PROVIDE A NECESSARY SAFETY NET FOR ALL COLORADO WORKERS WHEN THEY HAVE PERSONAL OR FAMILY CAREGIVING NEEDS, INCLUDING LOW-INCOME WORKERS LIVING PAYCHECK TO PAYCHECK WHO ARE DISPROPORTIONATELY MORE LIKELY TO LACK ACCESS TO PAID LEAVE AND LEAST ABLE TO AFFORD UNPAID LEAVE.

(4) DUE TO THE NEED TO PROVIDE PAID TIME OFF TO COLORADO WORKERS TO ADDRESS FAMILY AND MEDICAL NEEDS, SUCH AS THE ARRIVAL OF A NEW CHILD, MILITARY FAMILY NEEDS, AND A PERSONAL OR A FAMILY MEMBER'S SERIOUS HEALTH CONDITION, INCLUDING THE EFFECTS OF DOMESTIC VIOLENCE AND SEXUAL ASSAULT, IT IS NECESSARY TO CREATE A STATEWIDE PAID FAMILY AND MEDICAL LEAVE INSURANCE ENTERPRISE AND TO AUTHORIZE THE ENTERPRISE TO:

(a) COLLECT INSURANCE PREMIUMS FROM EMPLOYERS AND EMPLOYEES AT RATES REASONABLY CALCULATED TO DEFRAY THE COSTS OF PROVIDING THE PROGRAM'S LEAVE BENEFITS TO WORKERS; AND

(b) RECEIVE AND EXPEND REVENUES GENERATED BY THE PREMIUMS AND OTHER MONEYS, ISSUE REVENUE BONDS AND OTHER OBLIGATIONS, EXPEND REVENUES GENERATED BY THE PREMIUMS TO PAY FAMILY AND MEDICAL LEAVE INSURANCE BENEFITS AND ASSOCIATED ADMINISTRATIVE AND PROGRAM COSTS, AND EXERCISE OTHER POWERS NECESSARY AND APPROPRIATE TO CARRY OUT ITS PURPOSES.

(5) THE FISCAL APPROACH OF THIS PART 4 HAS BEEN INFORMED BY THE EXPERIENCE OF OTHER STATE FAMILY AND MEDICAL LEAVE INSURANCE PROGRAMS, MODELING BASED ON THE COLORADO WORKFORCE, AND INPUT FROM A VARIETY OF STAKEHOLDERS IN COLORADO.

(6) THE CREATION OF A STATEWIDE PAID FAMILY AND MEDICAL LEAVE INSURANCE ENTERPRISE IS IN THE PUBLIC INTEREST AND WILL PROMOTE THE HEALTH, SAFETY, AND WELFARE OF ALL COLORADANS, WHILE ALSO ENCOURAGING AN ENTREPRENEURIAL ATMOSPHERE AND ECONOMIC GROWTH.

8-13.3-403. Definitions. AS USED IN THIS PART 4, UNLESS THE CONTEXT OTHERWISE REQUIRES:

(1) "APPLICATION YEAR" MEANS THE 12-MONTH PERIOD BEGINNING ON THE FIRST DAY OF THE CALENDAR WEEK IN WHICH AN INDIVIDUAL FILES AN APPLICATION FOR FAMILY AND MEDICAL LEAVE INSURANCE BENEFITS.

(2) "AVERAGE WEEKLY WAGE" MEANS ONE-THIRTEENTH OF THE WAGES PAID DURING THE QUARTER OF THE COVERED INDIVIDUAL'S BASE PERIOD, AS DEFINED IN SECTION 8-70-103 (2), OR ALTERNATIVE BASE PERIOD, AS DEFINED IN SECTION 8-70-103 (1.5), IN WHICH THE TOTAL WAGES WERE HIGHEST. FOR PURPOSES OF CALCULATING AVERAGE WEEKLY WAGE, WAGES INCLUDE, BUT ARE NOT LIMITED TO, SALARY, WAGES, TIPS, COMMISSIONS, AND OTHER COMPENSATION AS DETERMINED BY THE DIRECTOR BY RULE.

(3) "COVERED INDIVIDUAL" MEANS ANY PERSON WHO:

(a)(I) EARNED AT LEAST \$2,500 IN WAGES SUBJECT TO PREMIUMS UNDER THIS PART 4 DURING THE PERSON'S BASE PERIOD, AS DEFINED IN SECTION 8-70-103 (2), OR ALTERNATIVE BASE PERIOD, AS DEFINED IN SECTION 8-70-103 (1.5); OR

(II) ELECTS COVERAGE AND MEETS THE REQUIREMENTS OF SECTION 8-13.3-414;

(b) MEETS THE ADMINISTRATIVE REQUIREMENTS OUTLINED IN THIS PART 4 AND IN REGULATIONS; AND

(c) SUBMITS AN APPLICATION WITH A CLAIM FOR BENEFITS PURSUANT TO SECTION 8-13.3-416(6) (d).

(4) "DIRECTOR" MEANS THE DIRECTOR OF THE DIVISION.

(5) "DIVISION" MEANS THE DIVISION OF FAMILY AND MEDICAL LEAVE INSURANCE CREATED IN SECTION 8-13.3-408.

(6) "DOMESTIC VIOLENCE" MEANS ANY CONDUCT THAT CONSTITUTES "DOMESTIC VIOLENCE" AS SET FORTH IN SECTION 18-6-800.3(1) OR SECTION 14-10-124 (1.3)(a) OR "DOMESTIC ABUSE" AS SET FORTH IN SECTION 13-14-101(2).

(7) "EMPLOYEE" MEANS ANY INDIVIDUAL, INCLUDING A MIGRATORY LABORER, PERFORMING LABOR OR SERVICES FOR THE BENEFIT OF ANOTHER, IRRESPECTIVE OF WHETHER THE COMMON-LAW RELATIONSHIP OF MASTER AND SERVANT EXISTS. FOR THE PURPOSES OF THIS PART 4, AN INDIVIDUAL PRIMARILY FREE FROM CONTROL AND DIRECTION IN THE PERFORMANCE OF THE LABOR OR SERVICES, BOTH UNDER THE INDIVIDUAL'S CONTRACT FOR THE PERFORMANCE OF THE LABOR OR SERVICES AND IN FACT, AND WHO IS CUSTOMARILY ENGAGED IN AN INDEPENDENT TRADE, OCCUPATION, PROFESSION, OR BUSINESS RELATED TO THE LABOR OR SERVICES PERFORMED IS NOT AN "EMPLOYEE." "EMPLOYEE" DOES NOT INCLUDE AN "EMPLOYEE" AS DEFINED BY 45 U.S.C. SECTION 351(d) WHO IS SUBJECT TO THE FEDERAL "RAILROAD UNEMPLOYMENT INSURANCE ACT," 45 U.S.C. SECTION 351 ET SEQ.

(8)(a) "EMPLOYER" MEANS ANY PERSON ENGAGED IN COMMERCE OR AN INDUSTRY OR ACTIVITY AFFECTING COMMERCE THAT:

(I) EMPLOYS AT LEAST ONE PERSON FOR EACH WORKING DAY DURING EACH OF TWENTY OR

MORE CALENDAR WORKWEEKS IN THE CURRENT OR IMMEDIATELY PRECEDING CALENDAR YEAR; OR

(II) PAID WAGES OF ONE THOUSAND FIVE HUNDRED DOLLARS OR MORE DURING ANY CALENDAR QUARTER IN THE PRECEDING CALENDAR YEAR.

(b) "EMPLOYER" INCLUDES:

(I) A PERSON WHO ACTS, DIRECTLY OR INDIRECTLY, IN THE INTEREST OF AN EMPLOYER WITH REGARD TO ANY OF THE EMPLOYEES OF THE EMPLOYER;

(II) A SUCCESSOR IN INTEREST OF AN EMPLOYER THAT ACQUIRES ALL OF THE ORGANIZATION, TRADE, OR BUSINESS OR SUBSTANTIALLY ALL OF THE ASSETS OF ONE OR MORE EMPLOYERS; AND

(III) THE STATE OR A POLITICAL SUBDIVISION OF THE STATE.

(c) "EMPLOYER" DOES NOT INCLUDE THE FEDERAL GOVERNMENT.

(9) "FAMILY AND MEDICAL LEAVE INSURANCE BENEFITS" OR "BENEFITS" MEANS THE BENEFITS PROVIDED UNDER THE TERMS OF THIS PART 4.

(10) "FAMILY AND MEDICAL LEAVE INSURANCE PROGRAM" OR "PROGRAM" MEANS THE PROGRAM CREATED IN SECTION 8-13.3-416.

(11) "FAMILY MEMBER" MEANS:

(a) REGARDLESS OF AGE, A BIOLOGICAL, ADOPTED OR FOSTER CHILD, STEPCHILD OR LEGAL WARD, A CHILD OF A DOMESTIC PARTNER, A CHILD TO WHOM THE COVERED INDIVIDUAL STANDS IN LOCO PARENTIS, OR A PERSON TO WHOM THE COVERED INDIVIDUAL STOOD IN LOCO PARENTIS WHEN THE PERSON WAS A MINOR;

(b) A BIOLOGICAL, ADOPTIVE OR FOSTER PARENT, STEPPARENT OR LEGAL GUARDIAN OF A COVERED INDIVIDUAL OR COVERED INDIVIDUAL'S SPOUSE OR DOMESTIC PARTNER OR A PERSON WHO STOOD IN LOCO PARENTIS WHEN THE COVERED INDIVIDUAL OR COVERED INDIVIDUAL'S SPOUSE OR DOMESTIC PARTNER WAS A MINOR CHILD;

(c) A PERSON TO WHOM THE COVERED INDIVIDUAL IS LEGALLY MARRIED UNDER THE LAWS OF ANY STATE, OR A DOMESTIC PARTNER OF A COVERED INDIVIDUAL AS DEFINED IN SECTION 24-50-603 (6.5);

(d) A GRANDPARENT, GRANDCHILD OR SIBLING (WHETHER A BIOLOGICAL, FOSTER, ADOPTIVE OR STEP RELATIONSHIP) OF THE COVERED INDIVIDUAL OR COVERED INDIVIDUAL'S SPOUSE OR DOMESTIC PARTNER; OR

(e) AS SHOWN BY THE COVERED INDIVIDUAL, ANY OTHER INDIVIDUAL WITH WHOM THE COVERED INDIVIDUAL HAS A SIGNIFICANT PERSONAL BOND THAT IS OR IS LIKE A FAMILY RELATIONSHIP, REGARDLESS OF BIOLOGICAL OR LEGAL RELATIONSHIP.

(12) "FUND" MEANS THE FAMILY AND MEDICAL LEAVE INSURANCE FUND CREATED IN SECTION 8-13.3-418.

(13) "HEALTH CARE PROVIDER" MEANS ANY PERSON LICENSED, CERTIFIED, OR REGISTERED UNDER FEDERAL OR COLORADO LAW TO PROVIDE MEDICAL OR EMERGENCY SERVICES, INCLUDING, BUT NOT LIMITED TO, PHYSICIANS, DOCTORS, NURSES, EMERGENCY ROOM PERSONNEL, AND MIDWIVES.

(14) "LOCAL GOVERNMENT" HAS THE SAME MEANING AS SET FORTH IN SECTION 29-1-304.5(3)(b).

(15) "PAID FAMILY AND MEDICAL LEAVE" MEANS LEAVE TAKEN FROM EMPLOYMENT IN CONNECTION WITH FAMILY AND MEDICAL LEAVE INSURANCE BENEFITS UNDER THIS PART 4.

(16) "QUALIFYING EXIGENCY LEAVE" MEANS LEAVE BASED ON A NEED ARISING OUT OF A COVERED INDIVIDUAL'S FAMILY MEMBER'S ACTIVE DUTY SERVICE OR NOTICE OF AN IMPENDING CALL OR ORDER TO ACTIVE DUTY IN THE ARMED FORCES, INCLUDING, BUT NOT LIMITED TO, PROVIDING FOR THE CARE OR OTHER NEEDS OF THE MILITARY MEMBER'S CHILD OR OTHER FAMILY MEMBER, MAKING FINANCIAL OR LEGAL ARRANGEMENTS FOR THE MILITARY MEMBER, ATTENDING COUNSELING, ATTENDING MILITARY EVENTS OR CEREMONIES, SPENDING TIME WITH THE MILITARY MEMBER DURING A REST AND RECOVERY LEAVE OR FOLLOWING RETURN FROM DEPLOYMENT, OR MAKING ARRANGEMENTS FOLLOWING THE DEATH OF THE MILITARY MEMBER.

(17) "RETALIATORY PERSONNEL ACTION" MEANS DENIAL OF ANY RIGHT GUARANTEED UNDER THIS PART 4, INCLUDING, BUT NOT LIMITED TO, ANY THREAT, DISCHARGE, SUSPENSION, DEMOTION, REDUCTION OF HOURS, OR ANY OTHER ADVERSE ACTION AGAINST AN EMPLOYEE FOR THE EXERCISE OF ANY RIGHT GUARANTEED IN THIS PART 4. "RETALIATORY PERSONNEL ACTION" ALSO INCLUDES INTERFERENCE WITH OR PUNISHMENT FOR IN ANY MANNER PARTICIPATING IN OR ASSISTING AN INVESTIGATION, PROCEEDING, OR HEARING UNDER THIS PART 4.

(18) "SAFE LEAVE" MEANS ANY LEAVE BECAUSE THE COVERED INDIVIDUAL OR THE COVERED INDIVIDUAL'S FAMILY MEMBER IS THE VICTIM OF DOMESTIC VIOLENCE, THE VICTIM OF STALKING, OR THE VICTIM OF SEXUAL ASSAULT OR ABUSE. SAFE LEAVE UNDER THIS PART 4 APPLIES IF THE COVERED INDIVIDUAL IS USING THE LEAVE FROM WORK TO PROTECT THE COVERED INDIVIDUAL OR THE COVERED INDIVIDUAL'S FAMILY MEMBER BY:

(a) SEEKING A CIVIL PROTECTION ORDER TO PREVENT DOMESTIC VIOLENCE PURSUANT TO SECTIONS 13-14-104.5, 13-14-106, OR 13-14-108;

(b) OBTAINING MEDICAL CARE OR MENTAL HEALTH COUNSELING OR BOTH FOR HIMSELF OR HERSELF OR FOR HIS OR HER CHILDREN TO ADDRESS PHYSICAL OR PSYCHOLOGICAL INJURIES RESULTING FROM THE ACT OF DOMESTIC VIOLENCE, STALKING, OR SEXUAL ASSAULT OR ABUSE;

(c) MAKING HIS OR HER HOME SECURE FROM THE PERPETRATOR OF THE ACT OF DOMESTIC VIOLENCE, STALKING, OR SEXUAL ASSAULT OR ABUSE, OR SEEKING NEW HOUSING TO ESCAPE SAID PERPETRATOR; OR

(d) SEEKING LEGAL ASSISTANCE TO ADDRESS ISSUES ARISING FROM THE ACT OF DOMESTIC VIOLENCE, STALKING, OR SEXUAL ASSAULT OR ABUSE, OR ATTENDING AND PREPARING FOR COURT-RELATED PROCEEDINGS ARISING FROM SAID ACT OR CRIME.

(19) "SERIOUS HEALTH CONDITION" IS AN ILLNESS, INJURY, IMPAIRMENT, PREGNANCY, RECOVERY FROM CHILDBIRTH, OR PHYSICAL OR MENTAL CONDITION THAT INVOLVES INPATIENT CARE IN A HOSPITAL, HOSPICE OR RESIDENTIAL MEDICAL CARE FACILITY, OR CONTINUING TREATMENT BY A HEALTH CARE PROVIDER.

(20) "SEXUAL ASSAULT OR ABUSE" MEANS ANY OFFENSE AS DESCRIBED IN SECTION 16-11.7-102 (3), OR SEXUAL ASSAULT, AS DESCRIBED IN SECTION 18-3-402, COMMITTED BY ANY PERSON AGAINST ANOTHER PERSON REGARDLESS OF THE RELATIONSHIP BETWEEN THE ACTOR AND THE VICTIM.

(21) "STALKING" MEANS ANY ACT AS DESCRIBED IN SECTION 18-3-602.

(22) "STATE AVERAGE WEEKLY WAGE" MEANS THE STATE AVERAGE WEEKLY WAGE DETERMINED IN ACCORDANCE WITH SECTION 8-47-106.

8-13.3-404. Eligibility. BEGINNING JANUARY 1, 2024, AN INDIVIDUAL HAS THE RIGHT TO TAKE PAID FAMILY AND MEDICAL LEAVE, AND TO RECEIVE FAMILY AND MEDICAL LEAVE INSURANCE BENEFITS WHILE TAKING PAID FAMILY AND MEDICAL LEAVE, IF THE INDIVIDUAL:

(1) MEETS THE DEFINITION OF "COVERED INDIVIDUAL" UNDER SECTION 8-13.3-403 (3); AND

(2) MEETS ONE OF THE FOLLOWING REQUIREMENTS:

(a) BECAUSE OF BIRTH, ADOPTION OR PLACEMENT THROUGH FOSTER CARE, IS CARING FOR A NEW CHILD DURING THE FIRST YEAR AFTER THE BIRTH, ADOPTION OR PLACEMENT OF THAT CHILD;

(b) IS CARING FOR A FAMILY MEMBER WITH A SERIOUS HEALTH CONDITION;

(c) HAS A SERIOUS HEALTH CONDITION;

(d) BECAUSE OF ANY QUALIFYING EXIGENCY LEAVE;

(e) HAS A NEED FOR SAFE LEAVE.

8-13.3-405. Duration. (1) THE MAXIMUM NUMBER OF WEEKS FOR WHICH A COVERED INDIVIDUAL MAY TAKE PAID FAMILY AND MEDICAL LEAVE AND FOR WHICH FAMILY AND MEDICAL LEAVE INSURANCE BENEFITS ARE PAYABLE FOR ANY PURPOSE, OR PURPOSES IN AGGREGATE, UNDER SECTION 8-13.3-404 (2) IN AN APPLICATION YEAR IS 12 WEEKS; EXCEPT THAT BENEFITS ARE PAYABLE UP TO AN ADDITIONAL FOUR WEEKS TO A COVERED INDIVIDUAL WITH A SERIOUS HEALTH CONDITION RELATED TO PREGNANCY COMPLICATIONS OR CHILDBIRTH COMPLICATIONS.

(2) THE FIRST PAYMENT OF BENEFITS SHALL BE MADE TO AN INDIVIDUAL WITHIN TWO WEEKS AFTER THE CLAIM IS FILED, AND SUBSEQUENT PAYMENTS SHALL BE MADE EVERY TWO WEEKS THEREAFTER.

(3) A COVERED INDIVIDUAL MAY TAKE INTERMITTENT LEAVE IN INCREMENTS OF EITHER ONE HOUR OR SHORTER PERIODS IF CONSISTENT WITH THE INCREMENTS THE EMPLOYER TYPICALLY USES TO MEASURE EMPLOYEE LEAVE, EXCEPT THAT BENEFITS ARE NOT PAYABLE UNTIL THE COVERED INDIVIDUAL ACCUMULATES AT LEAST EIGHT HOURS OF FAMILY AND MEDICAL LEAVE INSURANCE BENEFITS.

(4) THE COVERED INDIVIDUAL SHALL MAKE A REASONABLE EFFORT TO SCHEDULE PAID FAMILY AND MEDICAL LEAVE UNDER THIS PART 4 SO AS NOT TO UNDULY DISRUPT THE OPERATIONS OF THE EMPLOYER.

(5) IN ANY CASE IN WHICH THE NECESSITY FOR LEAVE UNDER THIS PART 4 IS FORESEEABLE, AN EMPLOYEE SHALL PROVIDE NOTICE TO THE INDIVIDUAL'S EMPLOYER WITH NOT LESS THAN 30 DAYS' NOTICE BEFORE THE DATE THE LEAVE IS TO BEGIN OF THE INDIVIDUAL'S INTENTION TO TAKE LEAVE UNDER THIS PART 4. IF THE NECESSITY FOR LEAVE IS NOT FORESEEABLE OR PROVIDING 30 DAYS' NOTICE IS NOT POSSIBLE, THE INDIVIDUAL SHALL PROVIDE THE NOTICE AS SOON AS PRACTICABLE.

(6) NOTHING IN THIS SECTION ENTITLES A COVERED INDIVIDUAL TO MORE LEAVE THAN REQUIRED UNDER THIS SECTION.

8-13.3-406. Amount of benefits. (1) THE AMOUNT OF FAMILY AND MEDICAL LEAVE INSURANCE BENEFITS SHALL BE DETERMINED AS FOLLOWS:

(a) THE WEEKLY BENEFIT SHALL BE DETERMINED AS FOLLOWS:

(I) THE PORTION OF THE COVERED INDIVIDUAL'S AVERAGE WEEKLY WAGE THAT IS EQUAL TO OR LESS THAN 50 PERCENT OF THE STATE AVERAGE WEEKLY WAGE SHALL BE REPLACED AT A RATE OF 90 PERCENT; AND

(II) THE PORTION OF THE COVERED INDIVIDUAL'S AVERAGE WEEKLY WAGE THAT IS MORE THAN 50 PERCENT OF THE STATE AVERAGE WEEKLY WAGE SHALL BE REPLACED AT A RATE OF 50 PERCENT.

(b) THE MAXIMUM WEEKLY BENEFIT IS 90 PERCENT OF THE STATE AVERAGE WEEKLY WAGE,



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EXCEPT THAT FOR PAID FAMILY AND MEDICAL LEAVE BEGINNING BEFORE JANUARY 1, 2025, THE MAXIMUM WEEKLY BENEFIT IS 1,100 DOLLARS.

(2) THE DIVISION SHALL CALCULATE A COVERED INDIVIDUAL'S WEEKLY BENEFIT AMOUNT BASED ON THE COVERED INDIVIDUAL'S AVERAGE WEEKLY WAGE EARNED FROM THE JOB OR JOBS FROM WHICH THE COVERED INDIVIDUAL IS TAKING PAID FAMILY AND MEDICAL LEAVE, UP TO THE MAXIMUM TOTAL BENEFIT ESTABLISHED IN SECTION 8-13.3-406 (1)(b). IF A COVERED INDIVIDUAL TAKING PAID FAMILY AND MEDICAL LEAVE FROM A JOB CONTINUES WORKING AT AN ADDITIONAL JOB OR JOBS DURING THIS TIME, THE DIVISION SHALL NOT CONSIDER THE COVERED INDIVIDUAL'S AVERAGE WEEKLY WAGE EARNED FROM THE ADDITIONAL JOB OR JOBS WHEN CALCULATING THE COVERED INDIVIDUAL'S WEEKLY BENEFIT AMOUNT. A COVERED INDIVIDUAL WITH MULTIPLE JOBS MAY ELECT WHETHER TO TAKE LEAVE FROM ONE JOB OR MULTIPLE JOBS.

8-13.3-407. Premiums. (1) PAYROLL PREMIUMS SHALL BE AUTHORIZED IN ORDER TO FINANCE THE PAYMENT OF FAMILY AND MEDICAL LEAVE INSURANCE BENEFITS UNDER THIS PART 4, AND ADMINISTRATION OF THE FAMILY AND MEDICAL LEAVE INSURANCE PROGRAM.

(2) BEGINNING ON JANUARY 1, 2023, FOR EACH EMPLOYEE, AN EMPLOYER SHALL REMIT TO THE FUND ESTABLISHED UNDER SECTION 8-13.3-418 PREMIUMS IN THE FORM AND MANNER DETERMINED BY THE DIVISION.

(3) (a) FROM JANUARY 1, 2023, THROUGH DECEMBER 31, 2024, THE PREMIUM AMOUNT IS NINE TENTHS OF ONE PERCENT OF WAGES PER EMPLOYEE.

(b) FOR THE 2025 CALENDAR YEAR, AND EACH CALENDAR YEAR THEREAFTER, THE DIRECTOR SHALL SET THE PREMIUM BASED ON A PERCENT OF EMPLOYEE WAGES AND AT THE RATE NECESSARY TO OBTAIN A TOTAL AMOUNT OF PREMIUM CONTRIBUTIONS EQUAL TO ONE HUNDRED THIRTY-FIVE PERCENT OF THE BENEFITS PAID DURING THE IMMEDIATELY PRECEDING CALENDAR YEAR PLUS AN AMOUNT EQUAL TO ONE HUNDRED PERCENT OF THE COST OF ADMINISTRATION OF THE PAYMENT OF THOSE BENEFITS DURING THE IMMEDIATELY PRECEDING CALENDAR YEAR, LESS THE AMOUNT OF NET ASSETS REMAINING IN THE FUND AS OF DECEMBER 31 OF THE IMMEDIATELY PRECEDING CALENDAR YEAR. THE PREMIUM SHALL NOT EXCEED ONE AND TWO TENTHS OF A PERCENT OF WAGES PER EMPLOYEE. THE DIVISION SHALL PROVIDE PUBLIC NOTICE IN ADVANCE OF JANUARY FIRST OF ANY CHANGES TO THE PREMIUM.

(4) (a) A SELF-EMPLOYED INDIVIDUAL WHO ELECTS COVERAGE UNDER SECTION 8-13.3-414 SHALL PAY ONLY 50 PERCENT OF THE PREMIUM REQUIRED FOR AN EMPLOYEE BY SECTION 8-13.3-407(3) ON THAT INDIVIDUAL'S INCOME FROM SELF-EMPLOYMENT.

(b) AN EMPLOYEE OF A LOCAL GOVERNMENT WHO ELECTS COVERAGE UNDER SECTION 8-13.3-414 SHALL PAY ONLY 50 PERCENT OF THE PREMIUM REQUIRED FOR AN EMPLOYEE BY SECTION 8-13.3-407(3) ON THAT EMPLOYEE'S INCOME FROM THAT LOCAL GOVERNMENT EMPLOYMENT.

(c) AN EMPLOYEE OF A LOCAL GOVERNMENT OR A SELF-EMPLOYED PERSON WHO ELECTS COVERAGE UNDER SECTION 8-13.3-414 SHALL REMIT THE PREMIUM AMOUNT REQUIRED BY THIS SUBSECTION DIRECTLY TO THE DIVISION, IN THE FORM AND MANNER REQUIRED BY THE DIRECTOR BY RULE.

(5) AN EMPLOYER WITH 10 OR MORE EMPLOYEES MAY DEDUCT UP TO 50 PERCENT OF THE PREMIUM REQUIRED FOR AN EMPLOYEE BY SECTION 8-13.3-407 (3) FROM THAT EMPLOYEE'S WAGES AND SHALL REMIT 100 PERCENT OF THE PREMIUM REQUIRED BY SECTION 8-13.3-407(3) TO THE FUND. AN EMPLOYER WITH FEWER THAN 10 EMPLOYEES MAY DEDUCT UP TO 50 PERCENT OF THE PREMIUM REQUIRED FOR AN EMPLOYEE BY SECTION 8-13.3-407(3) FROM THAT EMPLOYEE'S WAGES AND SHALL REMIT 50 PERCENT OF THE PREMIUM REQUIRED BY SECTION 8-13.3-407(3) TO THE FUND.

(6) PREMIUMS SHALL NOT BE REQUIRED FOR EMPLOYEES' WAGES ABOVE THE CONTRIBUTION AND BENEFIT BASE LIMIT ESTABLISHED ANNUALLY BY THE FEDERAL SOCIAL SECURITY ADMINISTRATION FOR PURPOSES OF THE FEDERAL OLD-AGE, SURVIVORS, AND DISABILITY INSURANCE PROGRAM LIMITS PURSUANT TO 42 U.S.C. SECTION 430.

(7) THE PREMIUMS COLLECTED UNDER THIS PART 4 ARE USED EXCLUSIVELY FOR THE PAYMENT OF FAMILY AND MEDICAL LEAVE INSURANCE BENEFITS AND THE ADMINISTRATION OF THE PROGRAM. PREMIUMS ESTABLISHED UNDER THIS SECTION ARE FEES AND NOT TAXES.

(8) AN EMPLOYER WITH AN APPROVED PRIVATE PLAN UNDER SECTION 8-13.3-421 SHALL NOT BE REQUIRED TO REMIT PREMIUMS UNDER THIS SECTION TO THE FUND.

(9) NOTWITHSTANDING SECTION 8-13.3-407(2), IF A LOCAL GOVERNMENT HAS DECLINED PARTICIPATION IN THE PROGRAM IN ACCORDANCE WITH SECTION 8-13.3-422:

(a) THE LOCAL GOVERNMENT IS NOT REQUIRED TO PAY THE PREMIUMS IMPOSED IN THIS SECTION OR COLLECT PREMIUMS FROM EMPLOYEES WHO HAVE ELECTED COVERAGE PURSUANT TO SECTION 8-13.3-414; AND

(b) AN EMPLOYEE OF THE LOCAL GOVERNMENT IS NOT REQUIRED TO PAY THE PREMIUMS IMPOSED IN THIS SECTION UNLESS THE EMPLOYEE HAS ELECTED COVERAGE PURSUANT TO SECTION 8-13.3-414.

8-13.3-408. Division of family and medical leave insurance. (1) THERE IS HEREBY CREATED IN THE DEPARTMENT OF LABOR AND EMPLOYMENT THE DIVISION OF FAMILY AND MEDICAL LEAVE INSURANCE, THE HEAD OF WHICH IS THE DIRECTOR OF THE DIVISION.

(2)(a) THE DIVISION CONSTITUTES AN ENTERPRISE FOR PURPOSES OF SECTION 20 OF ARTICLE X OF THE COLORADO CONSTITUTION, AS LONG AS THE DIVISION RETAINS AUTHORITY TO ISSUE REVENUE BONDS AND THE DIVISION RECEIVES LESS THAN TEN PERCENT OF ITS TOTAL ANNUAL REVENUES IN GRANTS, AS DEFINED IN SECTION 24-77-102(7), FROM ALL COLORADO STATE AND LOCAL GOVERNMENTS COMBINED. FOR AS LONG AS IT CONSTITUTES AN ENTERPRISE PURSUANT TO THIS SECTION, THE DIVISION IS NOT SUBJECT TO SECTION 20 OF ARTICLE X OF THE COLORADO CONSTITUTION.

(b) THE ENTERPRISE ESTABLISHED PURSUANT TO THIS SECTION HAS ALL THE POWERS AND DUTIES AUTHORIZED BY THIS PART 4 PERTAINING TO FAMILY AND MEDICAL LEAVE INSURANCE BENEFITS. THE FUND CONSTITUTES PART OF THE ENTERPRISE ESTABLISHED PURSUANT TO THIS SECTION.

(c) NOTHING IN THIS SECTION LIMITS OR RESTRICTS THE AUTHORITY OF THE DIVISION TO EXPEND ITS REVENUES CONSISTENT WITH THIS PART 4.

(d) THE DIVISION IS HEREBY AUTHORIZED TO ISSUE REVENUE BONDS FOR THE EXPENSES OF THE DIVISION, WHICH BONDS MAY BE SECURED BY ANY REVENUES OF THE DIVISION. REVENUE FROM THE BONDS ISSUED PURSUANT TO THIS SUBSECTION SHALL BE DEPOSITED INTO THE FUND.

8-13.3-409. Leave and employment protection. (1) ANY COVERED INDIVIDUAL WHO HAS BEEN EMPLOYED WITH THE COVERED INDIVIDUAL'S CURRENT EMPLOYER FOR AT LEAST 180 DAYS PRIOR TO THE COMMENCEMENT OF THE COVERED INDIVIDUAL'S PAID FAMILY AND MEDICAL LEAVE WHO EXERCISES THE COVERED INDIVIDUAL'S RIGHT TO FAMILY AND MEDICAL LEAVE INSURANCE BENEFITS SHALL BE ENTITLED, UPON RETURN FROM THAT LEAVE, TO BE RESTORED BY THE EMPLOYER TO THE POSITION HELD BY THE COVERED INDIVIDUAL WHEN THE LEAVE COMMENCED, OR TO BE RESTORED TO AN EQUIVALENT POSITION WITH EQUIVALENT EMPLOYMENT BENEFITS, PAY AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT. NOTHING IN THIS SECTION ENTITLES ANY RESTORED EMPLOYEE TO:

(a) THE ACCRUAL OF ANY SENIORITY OR EMPLOYMENT BENEFITS DURING ANY PERIOD OF LEAVE; OR

(b) ANY RIGHT, BENEFIT, OR POSITION OF EMPLOYMENT OTHER THAN ANY RIGHT, BENEFIT, OR POSITION TO WHICH THE EMPLOYEE WOULD HAVE BEEN ENTITLED HAD THE EMPLOYEE NOT TAKEN THE LEAVE. NOTHING IN THIS SECTION RELIEVES AN EMPLOYER OF ANY OBLIGATION UNDER A COLLECTIVE BARGAINING AGREEMENT.

(2) DURING ANY PAID FAMILY AND MEDICAL LEAVE TAKEN PURSUANT TO THIS PART 4, THE EMPLOYER SHALL MAINTAIN ANY HEALTH CARE BENEFITS THE COVERED INDIVIDUAL HAD PRIOR TO TAKING SUCH LEAVE FOR THE DURATION OF THE LEAVE AS IF THE COVERED INDIVIDUAL HAD CONTINUED IN EMPLOYMENT CONTINUOUSLY FROM THE DATE THE INDIVIDUAL COMMENCED THE LEAVE UNTIL THE DATE THE FAMILY AND MEDICAL LEAVE INSURANCE BENEFITS TERMINATE. THE COVERED INDIVIDUAL SHALL CONTINUE TO PAY THE COVERED INDIVIDUAL'S SHARE OF THE COST OF HEALTH BENEFITS AS REQUIRED PRIOR TO THE COMMENCEMENT OF THE LEAVE.

(3) IT IS UNLAWFUL FOR AN EMPLOYER OR ANY OTHER PERSON TO INTERFERE WITH, RESTRAIN, OR DENY THE EXERCISE OF, OR THE ATTEMPT TO EXERCISE, ANY RIGHT PROTECTED UNDER THIS PART 4.

(4) AN EMPLOYER, EMPLOYMENT AGENCY, EMPLOYEE ORGANIZATION OR OTHER PERSON SHALL NOT TAKE RETALIATORY PERSONNEL ACTION OR OTHERWISE DISCRIMINATE AGAINST A PERSON BECAUSE THE INDIVIDUAL EXERCISED RIGHTS PROTECTED UNDER THIS PART 4. SUCH RIGHTS INCLUDE, BUT ARE NOT LIMITED TO, THE RIGHT TO: REQUEST, FILE FOR, APPLY FOR OR USE BENEFITS PROVIDED FOR UNDER THIS PART 4; TAKE PAID FAMILY AND MEDICAL LEAVE FROM WORK UNDER THIS PART 4; COMMUNICATE TO THE EMPLOYER OR ANY OTHER PERSON OR ENTITY AN INTENT TO FILE A CLAIM, A COMPLAINT WITH THE DIVISION OR COURTS, OR AN APPEAL; TESTIFY OR ASSIST IN ANY INVESTIGATION, HEARING OR PROCEEDING UNDER THIS PART 4, AT ANY TIME, INCLUDING DURING THE PERIOD IN WHICH THE PERSON RECEIVES FAMILY AND MEDICAL LEAVE INSURANCE BENEFITS UNDER THIS PART 4; INFORM ANY PERSON ABOUT ANY EMPLOYER'S ALLEGED VIOLATION OF THIS PART 4; AND INFORM ANY PERSON OF HIS OR HER RIGHTS UNDER THIS PART 4.

(5) IT IS UNLAWFUL FOR AN EMPLOYER TO COUNT PAID FAMILY AND MEDICAL LEAVE TAKEN UNDER THIS PART 4 AS AN ABSENCE THAT MAY LEAD TO OR RESULT IN DISCIPLINE, DISCHARGE, DEMOTION, SUSPENSION OR ANY OTHER ADVERSE ACTION.

(6) (a) AN AGGRIEVED INDIVIDUAL UNDER THIS SECTION MAY BRING A CIVIL ACTION IN A COURT OF COMPETENT JURISDICTION.

(b) AN EMPLOYER WHO VIOLATES THIS SECTION IS SUBJECT TO THE DAMAGES AND EQUITABLE RELIEF AVAILABLE UNDER 29 U.S.C. SECTION 2617(a)(1).

(c) EXCEPT AS PROVIDED IN SECTION 8-13.3-409 (6)(d), A CLAIM BROUGHT IN ACCORDANCE

WITH THIS SECTION MUST BE FILED WITHIN TWO YEARS AFTER THE DATE OF THE LAST EVENT CONSTITUTING THE ALLEGED VIOLATION FOR WHICH THE ACTION IS BROUGHT.

(d) IN THE CASE OF SUCH ACTION BROUGHT FOR A WILLFUL VIOLATION OF THIS SECTION, SUCH ACTION MAY BE BROUGHT WITHIN 3 YEARS OF THE DATE OF THE LAST EVENT CONSTITUTING THE ALLEGED VIOLATION FOR WHICH SUCH ACTION IS BROUGHT.

(7) THE DIRECTOR, BY RULE, SHALL ESTABLISH A FINE STRUCTURE FOR EMPLOYERS WHO VIOLATE THIS SECTION, WITH A MAXIMUM FINE OF \$500 PER VIOLATION. THE DIRECTOR SHALL TRANSFER ANY FINES COLLECTED PURSUANT TO THIS SECTION TO THE STATE TREASURER FOR DEPOSIT IN THE FUND. THE DIRECTOR, BY RULE, SHALL ESTABLISH A PROCESS FOR THE DETERMINATION, ASSESSMENT, AND APPEAL OF FINES UNDER THIS SUBSECTION.

(8) THIS SECTION DOES NOT APPLY TO AN EMPLOYEE OF A LOCAL GOVERNMENT THAT HAS ELECTED COVERAGE PURSUANT TO SECTION 8-13.3-414.

8-13.3-410. Coordination of benefits. (1)(a) LEAVE TAKEN WITH WAGE REPLACEMENT UNDER THIS PART 4 THAT ALSO QUALIFIES AS LEAVE UNDER THE "FAMILY AND MEDICAL LEAVE ACT," AS AMENDED, PUB. L. 103-3, CODIFIED AT 29 U.S.C. SEC. 2601 ET. SEQ., OR PART 2 OF ARTICLE 13.3 OF TITLE 8 RUNS CONCURRENTLY WITH LEAVE TAKEN UNDER THE "FAMILY AND MEDICAL LEAVE ACT" OR PART 2 OF ARTICLE 13.3 OF TITLE 8, AS APPLICABLE.

(b) AN EMPLOYER MAY REQUIRE THAT PAYMENT MADE OR PAID FAMILY AND MEDICAL LEAVE TAKEN UNDER THIS PART 4 BE MADE OR TAKEN CONCURRENTLY OR OTHERWISE COORDINATED WITH PAYMENT MADE OR LEAVE ALLOWED UNDER THE TERMS OF A DISABILITY POLICY, INCLUDING A DISABILITY POLICY CONTAINED WITHIN AN EMPLOYMENT CONTRACT, OR A SEPARATE BANK OF TIME OFF SOLELY FOR THE PURPOSE OF PAID FAMILY AND MEDICAL LEAVE UNDER THIS PART 4, AS APPLICABLE. THE EMPLOYER SHALL GIVE ITS EMPLOYEES WRITTEN NOTICE OF THIS REQUIREMENT.

(c) NOTWITHSTANDING SECTION 8-13.3-410 (1) (b), UNDER NO CIRCUMSTANCES SHALL AN EMPLOYEE BE REQUIRED TO USE OR EXHAUST ANY ACCRUED VACATION LEAVE, SICK LEAVE, OR OTHER PAID TIME OFF PRIOR TO OR WHILE RECEIVING FAMILY AND MEDICAL LEAVE INSURANCE BENEFITS UNDER THIS PART 4. HOWEVER, AN EMPLOYEE AND AN EMPLOYER MAY MUTUALLY AGREE THAT THE EMPLOYEE MAY USE ANY ACCRUED VACATION LEAVE, SICK LEAVE, OR OTHER PAID TIME OFF WHILE RECEIVING FAMILY AND MEDICAL LEAVE INSURANCE BENEFITS UNDER THIS PART 4, UNLESS THE AGGREGATE AMOUNT A COVERED INDIVIDUAL WOULD RECEIVE WOULD EXCEED THE COVERED INDIVIDUAL'S AVERAGE WEEKLY WAGE. NOTHING IN THIS SUBSECTION REQUIRES AN EMPLOYEE TO RECEIVE OR USE, OR AN EMPLOYER TO PROVIDE, ADDITIONAL PAID TIME OFF AS DESCRIBED IN THIS SUBSECTION.

(2)(a) THIS PART 4 DOES NOT DIMINISH:

(i) THE RIGHTS, PRIVILEGES, OR REMEDIES OF AN EMPLOYEE UNDER A COLLECTIVE BARGAINING AGREEMENT, EMPLOYER POLICY, OR EMPLOYMENT CONTRACT;

(ii) AN EMPLOYER'S OBLIGATION TO COMPLY WITH A COLLECTIVE BARGAINING AGREEMENT, EMPLOYER POLICY, OR EMPLOYMENT CONTRACT, AS APPLICABLE, THAT PROVIDES GREATER LEAVE THAN PROVIDED UNDER THIS PART 4; OR

(iii) ANY LAW THAT PROVIDES GREATER LEAVE THAN PROVIDED UNDER THIS PART 4.

(b) AFTER THE EFFECTIVE DATE OF THIS PART 4, AN EMPLOYER POLICY ADOPTED OR RETAINED SHALL NOT DIMINISH AN EMPLOYEE'S RIGHT TO BENEFITS UNDER THIS PART 4. ANY AGREEMENT BY AN EMPLOYEE TO WAIVE THE EMPLOYEE'S RIGHTS UNDER THIS PART 4 IS VOID AS AGAINST PUBLIC POLICY.

(3) THE DIRECTOR SHALL DETERMINE BY RULE THE INTERACTION OF BENEFITS OR COORDINATION OF LEAVE WHEN A COVERED INDIVIDUAL IS CONCURRENTLY ELIGIBLE FOR PAID FAMILY AND MEDICAL LEAVE AND BENEFITS UNDER THIS PART 4 WITH:

(a) LEAVE PURSUANT TO SECTION 24-34-402.7; OR

(b) WORKERS' COMPENSATION BENEFITS UNDER ARTICLE 42 OF TITLE 8.

8-13.3-411. Notice. THE DIVISION SHALL DEVELOP A PROGRAM NOTICE THAT DETAILS THE PROGRAM REQUIREMENTS, BENEFITS, CLAIMS PROCESS, PAYROLL DEDUCTION REQUIREMENTS, THE RIGHT TO JOB PROTECTION AND BENEFITS CONTINUATION UNDER SECTION 8-13.3-409, PROTECTION AGAINST RETALIATORY PERSONNEL ACTIONS OR OTHER DISCRIMINATION, AND OTHER PERTINENT PROGRAM INFORMATION. EACH EMPLOYER SHALL POST THE PROGRAM NOTICE IN A PROMINENT LOCATION IN THE WORKPLACE AND NOTIFY ITS EMPLOYEES OF THE PROGRAM, IN WRITING, UPON HIRING AND UPON LEARNING OF AN EMPLOYEE EXPERIENCING AN EVENT THAT TRIGGERS ELIGIBILITY PURSUANT TO SECTION 8-13.3-404. THE DIVISION SHALL PROVIDE THE INFORMATION REQUIRED BY THIS SECTION IN A MANNER THAT IS CULTURALLY COMPETENT AND LINGUISTICALLY APPROPRIATE.

8-13.3-412. Appeals. (1) THE DIRECTOR SHALL ESTABLISH A SYSTEM FOR ADMINISTRATIVE REVIEW AND DETERMINATION OF CLAIMS, AND APPEAL OF SUCH DETERMINATIONS, INCLUDING DENIAL OF FAMILY AND MEDICAL LEAVE INSURANCE BENEFITS. IN ESTABLISHING SUCH SYSTEM,



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THE DIRECTOR MAY UTILIZE ANY AND ALL PROCEDURES AND APPEALS MECHANISMS ESTABLISHED UNDER SECTIONS 8-4-111.5(5), 8-74-102, AND 8-74-103.

(2) JUDICIAL REVIEW OF ANY DECISION WITH RESPECT TO FAMILY AND MEDICAL LEAVE INSURANCE BENEFITS UNDER THIS SECTION IS PERMITTED IN A COURT OF COMPETENT JURISDICTION AFTER A COVERED INDIVIDUAL AGGRIEVED THEREBY HAS EXHAUSTED ALL ADMINISTRATIVE REMEDIES ESTABLISHED BY THE DIRECTOR. IF A COVERED INDIVIDUAL FILES A CIVIL ACTION IN A COURT OF COMPETENT JURISDICTION TO ENFORCE A JUDGMENT MADE UNDER THIS SECTION, ANY FILING FEE UNDER ARTICLE 32 OF TITLE 13 SHALL BE WAIVED.

8-13.3-413. Erroneous payments and disqualification for benefits.

(1) A COVERED INDIVIDUAL IS DISQUALIFIED FROM FAMILY AND MEDICAL LEAVE INSURANCE BENEFITS FOR ONE YEAR IF THE INDIVIDUAL IS DETERMINED BY THE DIRECTOR TO HAVE WILLFULLY MADE A FALSE STATEMENT OR MISREPRESENTATION REGARDING A MATERIAL FACT, OR WILLFULLY FAILED TO REPORT A MATERIAL FACT, TO OBTAIN BENEFITS UNDER THIS PART 4.

(2) IF FAMILY AND MEDICAL LEAVE INSURANCE BENEFITS ARE PAID ERRONEOUSLY OR AS A RESULT OF WILLFUL MISREPRESENTATION, OR IF A CLAIM FOR FAMILY AND MEDICAL LEAVE INSURANCE BENEFITS IS REJECTED AFTER BENEFITS ARE PAID, THE DIVISION MAY SEEK REPAYMENT OF BENEFITS FROM THE RECIPIENT. THE DIRECTOR SHALL EXERCISE HIS OR HER DISCRETION TO WAIVE, IN WHOLE OR IN PART, THE AMOUNT OF ANY SUCH PAYMENTS WHERE THE RECOVERY WOULD BE AGAINST EQUITY AND GOOD CONSCIENCE.

8-13.3-414. *Elective coverage.* (1) AN EMPLOYEE OF A LOCAL GOVERNMENT THAT HAS DECLINED PARTICIPATION IN THE PROGRAM PURSUANT TO SECTION 8-13.3-422 OR A SELF-EMPLOYED PERSON, INCLUDING AN INDEPENDENT CONTRACTOR, SOLE PROPRIETOR, PARTNER OR JOINT VENTURER, MAY ELECT COVERAGE UNDER THIS PART 4 FOR AN INITIAL PERIOD OF NOT LESS THAN THREE YEARS. THE SELF-EMPLOYED PERSON OR EMPLOYEE OF A LOCAL GOVERNMENT MUST FILE A NOTICE OF ELECTION IN WRITING WITH THE DIRECTOR, AS REQUIRED BY THE DIVISION. THE ELECTION BECOMES EFFECTIVE ON THE DATE OF FILING THE NOTICE. AS A CONDITION OF ELECTION, THE SELF-EMPLOYED PERSON OR EMPLOYEE OF A LOCAL GOVERNMENT MUST AGREE TO SUPPLY ANY INFORMATION CONCERNING INCOME THAT THE DIVISION DEEMS NECESSARY.

(2) A SELF-EMPLOYED PERSON OR AN EMPLOYEE OF A LOCAL GOVERNMENT WHO HAS ELECTED COVERAGE MAY WITHDRAW FROM COVERAGE WITHIN 30 DAYS AFTER THE END OF THE THREE-YEAR PERIOD OF COVERAGE, OR AT SUCH OTHER TIMES AS THE DIRECTOR MAY PRESCRIBE BY RULE, BY FILING WRITTEN NOTICE WITH THE DIRECTOR, SUCH WITHDRAWAL TO TAKE EFFECT NOT SOONER THAN 30 DAYS AFTER FILING THE NOTICE.

8-13.3-415. *Reimbursement of advance payments.* (1) EXCEPT AS PROVIDED IN SECTION 8-13.3-415 (2), IF AN EMPLOYER HAS MADE ADVANCE PAYMENTS TO AN EMPLOYEE THAT ARE EQUAL TO OR GREATER THAN THE AMOUNT REQUIRED UNDER THIS PART 4, DURING ANY PERIOD OF PAID FAMILY AND MEDICAL LEAVE FOR WHICH SUCH EMPLOYEE IS ENTITLED TO THE BENEFITS PROVIDED BY THIS PART 4, THE EMPLOYER IS ENTITLED TO BE REIMBURSED BY THE FUND OUT OF ANY BENEFITS DUE OR TO BECOME DUE FOR THE EXISTING PAID FAMILY AND MEDICAL LEAVE, IF THE CLAIM FOR REIMBURSEMENT IS FILED WITH THE FUND PRIOR TO THE FUND'S PAYMENT OF THE BENEFITS TO THE EMPLOYEE.

(2) IF AN EMPLOYER THAT PROVIDES FAMILY AND MEDICAL LEAVE INSURANCE BENEFITS THROUGH A PRIVATE PLAN APPROVED PURSUANT TO SECTION 8-13.3-421 MAKES ADVANCE PAYMENTS TO AN EMPLOYEE THAT ARE EQUAL TO OR GREATER THAN THE AMOUNT REQUIRED UNDER THIS PART 4, DURING ANY PERIOD OF PAID FAMILY AND MEDICAL LEAVE FOR WHICH SUCH EMPLOYEE IS ENTITLED TO THE BENEFITS PROVIDED BY THIS PART 4, THE ENTITY THAT ISSUED THE PRIVATE PLAN SHALL REIMBURSE THE EMPLOYER OUT OF ANY BENEFITS DUE OR TO BECOME DUE FOR THE EXISTING PAID FAMILY AND MEDICAL LEAVE, IF THE CLAIM FOR REIMBURSEMENT IS FILED WITH THE ENTITY THAT ISSUED THE PRIVATE PLAN PRIOR TO THE PRIVATE PLAN'S PAYMENT OF THE BENEFITS UNDER THE PRIVATE PLAN TO THE EMPLOYEE.

(3) THE DIRECTOR, BY RULE, SHALL ESTABLISH A PROCESS FOR REIMBURSEMENTS UNDER THIS SECTION.

8-13.3-416. *Family and medical leave insurance program.* (1) BY JANUARY 1, 2023, THE DIVISION SHALL ESTABLISH AND ADMINISTER A FAMILY AND MEDICAL LEAVE INSURANCE PROGRAM AND BEGIN COLLECTING PREMIUMS AS SPECIFIED IN THIS PART 4. BY JANUARY 1, 2024, THE DIVISION SHALL START RECEIVING CLAIMS FROM AND PAYING FAMILY AND MEDICAL LEAVE INSURANCE BENEFITS TO COVERED INDIVIDUALS.

(2) THE DIVISION SHALL ESTABLISH REASONABLE PROCEDURES AND FORMS FOR FILING CLAIMS FOR BENEFITS UNDER THIS PART 4 AND SHALL SPECIFY WHAT SUPPORTING DOCUMENTATION IS NECESSARY TO SUPPORT A CLAIM FOR BENEFITS, INCLUDING ANY DOCUMENTATION REQUIRED FROM A HEALTH CARE PROVIDER FOR PROOF OF A SERIOUS HEALTH CONDITION AND ANY DOCUMENTATION REQUIRED BY THE DIVISION WITH REGARDS TO A CLAIM FOR SAFE LEAVE.

(3) THE DIVISION SHALL NOTIFY THE EMPLOYER

WITHIN FIVE BUSINESS DAYS OF A CLAIM BEING FILED PURSUANT TO THIS PART 4.

(4) THE DIVISION SHALL USE INFORMATION SHARING AND INTEGRATION TECHNOLOGY TO FACILITATE THE DISCLOSURE OF RELEVANT INFORMATION OR RECORDS SO LONG AS AN INDIVIDUAL CONSENTS TO THE DISCLOSURE AS REQUIRED UNDER STATE LAW.

(5) INFORMATION CONTAINED IN THE FILES AND RECORDS PERTAINING TO AN INDIVIDUAL UNDER THIS PART 4 ARE CONFIDENTIAL AND NOT OPEN TO PUBLIC INSPECTION, OTHER THAN TO PUBLIC EMPLOYEES IN THE PERFORMANCE OF THEIR OFFICIAL DUTIES. HOWEVER, THE INDIVIDUAL OR AN AUTHORIZED REPRESENTATIVE OF AN INDIVIDUAL MAY REVIEW THE RECORDS OR RECEIVE SPECIFIC INFORMATION FROM THE RECORDS UPON THE PRESENTATION OF THE INDIVIDUAL'S SIGNED AUTHORIZATION.

(6) THE DIRECTOR SHALL ADOPT RULES AS NECESSARY OR AS SPECIFIED IN THIS PART 4 TO IMPLEMENT AND ADMINISTER THIS PART 4. THE DIRECTOR SHALL ADOPT RULES INCLUDING, BUT NOT LIMITED TO:

(a) CONFIDENTIALITY OF INFORMATION RELATED TO CLAIMS FILED OR APPEALS TAKEN;

(b) GUIDANCE ON THE FACTORS USED TO DETERMINE WHETHER AN INDIVIDUAL IS A COVERED INDIVIDUAL'S FAMILY MEMBER;

(c) THE FORM AND MANNER OF FILING CLAIMS FOR BENEFITS AND PROVIDING RELATED DOCUMENTATION PURSUANT TO SECTION 8-13.3-416 (2); AND

(d) THE FORM AND MANNER OF SUBMITTING AN APPLICATION WITH A CLAIM FOR BENEFITS TO THE DIVISION OR TO THE ENTITY THAT ISSUED A PRIVATE PLAN APPROVED PURSUANT TO SECTION 8-13.3-421.

(7) INITIAL RULES AND REGULATIONS NECESSARY FOR IMPLEMENTATION OF THIS PART 4 SHALL BE ADOPTED BY THE DIRECTOR AND PROMULGATED BY JANUARY 1, 2022.

8-13.3-417. *Income Tax.* (1) IF THE INTERNAL REVENUE SERVICE DETERMINES THAT FAMILY AND MEDICAL LEAVE INSURANCE BENEFITS UNDER THIS PART 4 ARE SUBJECT TO FEDERAL INCOME TAX, THE DIVISION OR A PRIVATE PLAN APPROVED UNDER SECTION 8-13.3-421 SHALL INFORM AN INDIVIDUAL FILING A NEW CLAIM FOR FAMILY AND MEDICAL LEAVE INSURANCE BENEFITS, AT THE TIME OF FILING SUCH CLAIM, THAT:

(a) THE INTERNAL REVENUE SERVICE HAS DETERMINED THAT BENEFITS ARE SUBJECT TO FEDERAL INCOME TAX; AND

(b) REQUIREMENTS EXIST PERTAINING TO ESTIMATED TAX PAYMENTS.

(2) BENEFITS RECEIVED PURSUANT TO THIS PART 4 ARE NOT SUBJECT TO STATE INCOME TAX.

(3) THE DIRECTOR, IN CONSULTATION WITH THE DEPARTMENT OF REVENUE, SHALL ISSUE RULES REGARDING TAX TREATMENT AND RELATED PROCEDURES REGARDING FAMILY AND MEDICAL LEAVE INSURANCE BENEFITS, AS WELL AS THE SHARING OF NECESSARY INFORMATION BETWEEN THE DIVISION AND THE DEPARTMENT OF REVENUE.

8-13.3-418. *Family and medical leave insurance fund – establishment and investment.* (1) THERE IS HEREBY CREATED IN THE STATE TREASURY THE FAMILY AND MEDICAL LEAVE INSURANCE FUND. THE FUND CONSISTS OF PREMIUMS PAID PURSUANT TO SECTION 8-13.3-407 AND REVENUES FROM REVENUE BONDS ISSUED IN ACCORDANCE WITH SECTION 8-13.3-408(2)(d). MONEY IN THE FUND MAY BE USED ONLY TO PAY REVENUE BONDS; TO REIMBURSE EMPLOYERS WHO PAY FAMILY AND MEDICAL LEAVE INSURANCE BENEFITS DIRECTLY TO EMPLOYEES IN ACCORDANCE WITH SECTION 8-13.3-415(1); AND TO PAY BENEFITS UNDER, AND TO ADMINISTER, THE PROGRAM PURSUANT TO THIS PART 4, INCLUDING TECHNOLOGY COSTS TO ADMINISTER THE PROGRAM AND OUTREACH SERVICES DEVELOPED UNDER SECTION 8-13.3-420. INTEREST EARNED ON THE INVESTMENT OF MONEY IN THE FUND REMAINS IN THE FUND. ANY MONEY REMAINING IN THE FUND AT THE END OF A FISCAL YEAR REMAINS IN THE FUND AND DOES NOT REVERT TO THE GENERAL FUND OR ANY OTHER FUND. STATE MONEY IN THE FUND IS CONTINUOUSLY APPROPRIATED TO THE DIVISION FOR THE PURPOSE OF THIS SECTION. THE GENERAL ASSEMBLY SHALL NOT APPROPRIATE MONEY FROM THE FUND FOR THE GENERAL EXPENSES OF THE STATE.

(2) THE DIVISION MAY SEEK, ACCEPT, AND EXPEND GIFTS, GRANTS, AND DONATIONS, INCLUDING PROGRAM-RELATED INVESTMENTS AND COMMUNITY REINVESTMENT FUNDS, TO FINANCE THE COSTS OF ESTABLISHING AND IMPLEMENTING THE PROGRAM.

8-13.3-419. *Reports.* NOTWITHSTANDING SECTION 24-1-136 (11)(a)(I), BEGINNING JANUARY 1, 2025, THE DIVISION SHALL SUBMIT A REPORT TO THE LEGISLATURE BY APRIL 1 OF EACH YEAR THAT INCLUDES, BUT IS NOT LIMITED TO, PROJECTED AND ACTUAL PROGRAM PARTICIPATION BY SECTION 8-13.3-404(2) PURPOSE, GENDER OF BENEFICIARY, AVERAGE WEEKLY WAGE OF BENEFICIARY, OTHER DEMOGRAPHICS OF BENEFICIARY AS DETERMINED BY THE DIVISION, PREMIUM RATES, FUND BALANCES, OUTREACH EFFORTS, AND, FOR LEAVES TAKEN UNDER SECTION 8-13.3-404(2)(b), FAMILY MEMBERS FOR WHOM LEAVE WAS TAKEN TO PROVIDE CARE.

8-13.3-420. *Public education.* BY JULY 1, 2022, AND FOR AS LONG AS THE PROGRAM CONTINUES, THE DIVISION SHALL DEVELOP AND IMPLEMENT OUTREACH SERVICES TO EDUCATE THE PUBLIC ABOUT THE FAMILY AND MEDICAL LEAVE INSURANCE PROGRAM AND AVAILABILITY OF PAID FAM-

ILY AND MEDICAL LEAVE AND BENEFITS UNDER THIS PART 4 FOR COVERED INDIVIDUALS. THE DIVISION SHALL PROVIDE THE INFORMATION REQUIRED BY THIS SECTION IN A MANNER THAT IS CULTURALLY COMPETENT AND LINGUISTICALLY APPROPRIATE. THE DIVISION MAY, ON ITS OWN OR THROUGH A CONTRACT WITH AN OUTSIDE VENDOR, USE A PORTION OF THE MONEY IN THE FUND TO DEVELOP, IMPLEMENT, AND ADMINISTER OUTREACH SERVICES.

8-13.3-421. *Substitution of private plans.* (1) EMPLOYERS MAY APPLY TO THE DIVISION FOR APPROVAL TO MEET THEIR OBLIGATIONS UNDER THIS PART 4 THROUGH A PRIVATE PLAN. IN ORDER TO BE APPROVED, A PRIVATE PLAN MUST CONFER ALL OF THE SAME RIGHTS, PROTECTIONS AND BENEFITS PROVIDED TO EMPLOYEES UNDER THIS PART 4, INCLUDING, BUT NOT LIMITED TO:

(a) ALLOWING FAMILY AND MEDICAL LEAVE INSURANCE BENEFITS TO BE TAKEN FOR ALL PURPOSES SPECIFIED IN SECTION 8-13.3-404(2);

(b) PROVIDING FAMILY AND MEDICAL LEAVE INSURANCE BENEFITS TO A COVERED INDIVIDUAL FOR ANY OF THE PURPOSES, INCLUDING MULTIPLE PURPOSES IN THE AGGREGATE, AS SET FORTH IN SECTION 8-13.3-404(2), FOR THE MAXIMUM NUMBER OF WEEKS REQUIRED IN SECTION 8-13.3-405(1) IN A BENEFIT YEAR;

(c) ALLOWING FAMILY AND MEDICAL LEAVE INSURANCE BENEFITS UNDER SECTION 8-13.3-404(2)(b) TO BE TAKEN TO CARE FOR ANY FAMILY MEMBER;

(d) ALLOWING FAMILY AND MEDICAL LEAVE INSURANCE BENEFITS UNDER SECTION 8-13.3-404(2)(c) TO BE TAKEN BY A COVERED INDIVIDUAL WITH ANY SERIOUS HEALTH CONDITION;

(e) ALLOWING FAMILY AND MEDICAL LEAVE INSURANCE BENEFITS UNDER SECTION 8-13.3-404(2)(e) TO BE TAKEN FOR ANY SAFE LEAVE PURPOSES;

(f) PROVIDING A WAGE REPLACEMENT RATE FOR ALL FAMILY AND MEDICAL LEAVE INSURANCE BENEFITS OF AT LEAST THE AMOUNT REQUIRED BY SECTION 8-13.3-406(1)(a);

(g) PROVIDING A MAXIMUM WEEKLY BENEFIT FOR ALL FAMILY AND MEDICAL LEAVE INSURANCE BENEFITS OF AT LEAST THE AMOUNT SPECIFIED IN SECTION 8-13.3-406(1)(b);

(h) ALLOWING A COVERED INDIVIDUAL TO TAKE INTERMITTENT LEAVE AS AUTHORIZED BY SECTION 8-13.3-405(3);

(i) IMPOSING NO ADDITIONAL CONDITIONS OR RESTRICTIONS ON FAMILY AND MEDICAL LEAVE INSURANCE BENEFITS, OR PAID FAMILY AND MEDICAL LEAVE TAKEN IN CONNECTION THEREWITH, BEYOND THOSE EXPLICITLY AUTHORIZED BY THIS PART 4 OR REGULATIONS ISSUED PURSUANT TO THIS PART 4;

(j) ALLOWING ANY EMPLOYEE COVERED UNDER THE PRIVATE PLAN WHO IS ELIGIBLE FOR FAMILY AND MEDICAL LEAVE INSURANCE BENEFITS UNDER THIS PART 4 TO RECEIVE BENEFITS AND TAKE PAID FAMILY AND MEDICAL LEAVE UNDER THE PRIVATE PLAN; AND

(k) PROVIDING THAT THE COST TO EMPLOYEES COVERED BY A PRIVATE PLAN SHALL NOT BE GREATER THAN THE COST CHARGED TO EMPLOYEES UNDER THE STATE PLAN UNDER SECTION 8-13.3-407.

(2) IN ORDER TO BE APPROVED AS MEETING AN EMPLOYER'S OBLIGATIONS UNDER THIS PART 4, A PRIVATE PLAN MUST ALSO COMPLY WITH THE FOLLOWING PROVISIONS:

(a) IF THE PRIVATE PLAN IS IN THE FORM OF SELF-INSURANCE, THE EMPLOYER MUST FURNISH A BOND TO THE STATE, WITH SOME SURETY COMPANY AUTHORIZED TO TRANSACT BUSINESS IN THE STATE, IN THE FORM, AMOUNT, AND MANNER REQUIRED BY THE DIVISION;

(b) THE PLAN MUST PROVIDE FOR ALL ELIGIBLE EMPLOYEES THROUGHOUT THEIR PERIOD OF EMPLOYMENT; AND

(c) IF THE PLAN IS IN THE FORM OF A THIRD PARTY THAT PROVIDES FOR INSURANCE, THE FORMS OF THE POLICY MUST BE ISSUED BY AN INSURER APPROVED BY THE STATE.

(3) THE DIVISION SHALL WITHDRAW APPROVAL FOR A PRIVATE PLAN GRANTED UNDER SECTION 8-13.3-421(1) WHEN TERMS OR CONDITIONS OF THE PLAN HAVE BEEN VIOLATED. CAUSES FOR PLAN TERMINATION SHALL INCLUDE, BUT NOT BE LIMITED TO, THE FOLLOWING:

(a) FAILURE TO PAY BENEFITS;

(b) FAILURE TO PAY BENEFITS TIMELY AND IN A MANNER CONSISTENT WITH THIS PART 4;

(c) FAILURE TO MAINTAIN AN ADEQUATE SURETY BOND UNDER SECTION 8-13.3-421(2)(a);

(d) MISUSE OF PRIVATE PLAN MONEY;

(e) FAILURE TO SUBMIT REPORTS OR COMPLY WITH OTHER COMPLIANCE REQUIREMENTS AS REQUIRED BY THE DIRECTOR BY RULE; OR

(f) FAILURE TO COMPLY WITH THIS PART 4 OR THE REGULATIONS PROMULGATED PURSUANT TO THIS PART 4.

(4) AN EMPLOYEE COVERED BY A PRIVATE PLAN APPROVED UNDER THIS SECTION SHALL RETAIN ALL APPLICABLE RIGHTS UNDER SECTION 8-13.3-409.

(5) A CONTESTED DETERMINATION OR DENIAL OF FAMILY AND MEDICAL LEAVE INSURANCE BENEFITS BY A PRIVATE PLAN IS SUBJECT TO APPEAL BEFORE THE DIVISION AND ANY COURT OF COMPETENT JURISDICTION AS PROVIDED BY SECTION 8-13.3-412.

(6) THE DIRECTOR, BY RULE, SHALL ESTABLISH A FINE STRUCTURE FOR EMPLOYERS AND ENTITIES OFFERING PRIVATE PLANS THAT VIOLATE



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THIS SECTION, WITH A MAXIMUM FINE OF \$500 PER VIOLATION. THE DIRECTOR SHALL TRANSFER ANY FINES COLLECTED PURSUANT TO THIS SUBSECTION TO THE STATE TREASURER FOR DEPOSIT INTO THE FUND. THE DIRECTOR, BY RULE, SHALL ESTABLISH A PROCESS FOR THE DETERMINATION, ASSESSMENT, AND APPEAL OF FINES UNDER THIS SUBSECTION.

(7) THE DIRECTOR SHALL ANNUALLY DETERMINE THE TOTAL AMOUNT EXPENDED BY THE DIVISION FOR COSTS ARISING OUT OF THE ADMINISTRATION OF PRIVATE PLANS. EACH ENTITY OFFERING A PRIVATE PLAN PURSUANT TO THIS SECTION SHALL REIMBURSE THE DIVISION FOR THE COSTS ARISING OUT OF THE PRIVATE PLANS IN THE AMOUNT, FORM, AND MANNER DETERMINED BY THE DIRECTOR BY RULE. THE DIRECTOR SHALL TRANSFER PAYMENTS RECEIVED PURSUANT TO THIS SECTION TO THE STATE TREASURY FOR DEPOSIT IN THE FUND.

8-13.3-422. Local government employers' ability to decline participation in program - rules. (1) A LOCAL GOVERNMENT

MAY DECLINE PARTICIPATION IN THE FAMILY AND MEDICAL LEAVE INSURANCE PROGRAM IN THE FORM AND MANNER DETERMINED BY THE DIRECTOR BY RULE.

(2) AN EMPLOYEE OF A LOCAL GOVERNMENT THAT HAS DECLINED PARTICIPATION IN THE PROGRAM IN ACCORDANCE WITH THIS SECTION MAY ELECT COVERAGE AS SPECIFIED IN SECTION 8-13.3-414.

(3) THE DIRECTOR SHALL PROMULGATE REASONABLE RULES FOR THE IMPLEMENTATION OF THIS SECTION. AT A MINIMUM, THE RULES MUST INCLUDE:

(a) THE PROCESS BY WHICH A LOCAL GOVERNMENT MAY DECLINE PARTICIPATION IN THE PROGRAM;

(b) THE PROCESS BY WHICH A LOCAL GOVERNMENT THAT HAS PREVIOUSLY DECLINED PARTICIPATION IN THE PROGRAM MAY SUBSEQUENTLY ELECT COVERAGE IN THE PROGRAM; AND

(c) THE NOTICE THAT A LOCAL GOVERNMENT

IS REQUIRED TO PROVIDE ITS EMPLOYEES REGARDING WHETHER THE LOCAL GOVERNMENT IS PARTICIPATING IN THE PROGRAM, THE ABILITY OF THE EMPLOYEES OF A LOCAL GOVERNMENT THAT HAS DECLINED PARTICIPATION TO ELECT COVERAGE PURSUANT TO SECTION 8-13.3-414, AND ANY OTHER NECESSARY REQUIREMENTS.

8-13.3-423. Severability. IF ANY PROVISION OF THIS PART 4 OR ITS APPLICATION TO ANY PERSON OR CIRCUMSTANCE IS HELD INVALID, THE REMAINDER OF PART 4 OR THE APPLICATION OF THE PROVISION TO OTHER PERSONS OR CIRCUMSTANCES IS NOT AFFECTED.

8-13.3-424. Effective date. THIS PART 4 TAKES EFFECT UPON OFFICIAL DECLARATION OF THE GOVERNOR AND IS SELF-EXECUTING.

Major investment in affordable housing in town finalized

By Jim Garrett
Special to The SUN

An investment transaction that will fund the construction of affordable housing on Hot Springs Boulevard in downtown Pagosa Springs under the auspices of the Archuleta County Housing Authority closed on Sept. 30.

The closing finalized the commitment of Alliant Capital to provide funding in the amount of more than \$11.7 million for the project, which will be completed by an investment partnership organized under the name Rose Mountain Townhomes Limited Partnership.

The partners in the transaction include Alliant, the authority and a Colorado affordable housing developer brought in by the authority to handle oversight of the complicated business arrangements, William Simpson, of Canon City.

Simpson confirmed the closing, calling the transaction a "very complex" combination of funding from diverse sources.

The Hot Springs Boulevard site is owned by Archuleta County. It was leased by the county to the authority for use in the project under a 99-year lease, at a rent of \$1/year. The project was also aided by the Town of Pagosa Springs, which waived fees for a building permit.

Construction work at the Hot Springs Boulevard site has been underway since last month. When complete, the project will include 34 townhome units with one, two or three bedrooms in seven buildings. Under an aspect of the transaction separate from the investment partnership, a portion of the site will include a new building for the Archuleta County Department of Human Services. The department will relocate from its current space in Pagosa Springs Town Hall.

All housing units in the project will be rent restricted for applicants with incomes at 30, 40, 50 and 60 percent of area median income, as computed for Archuleta County families of size appropriate to the

units by the U.S. Department of Housing and Urban Development (HUD). Completion and occupancy are anticipated by late 2021.

The funding for the project was made possible by the approval last year of an application made by the Housing Authority for tax credits under the federal Low-Income Housing Tax Credit law. The competitive approval process is conducted in Colorado by the Colorado Housing and Finance Authority (CHFA) and involves applications for the limited credits allowed by the federal government from prospective affordable housing sponsors throughout the state.

The tax credits approved by CHFA for the Housing Authority project will be made available to the investor, Alliant, through the Rose Mountain Limited Partnership. Federal law will allow Alliant to use the credits against its federal income tax liability from its overall business operations over a period of 10 years.

The federal law is expressly intended to incentivize private investments in affordable housing, Simpson explained; it works because only a for-profit business can benefit from tax credits.

That characteristic also explains why "access to the credits is highly competitive," he added: under the law, the IRS strictly limits the total credit availability. In Colorado, the limited credits are available to local housing sponsors only with approval by CHFA.

After the tax credits run out, under the terms of the transaction the Housing Authority has the right to acquire the project at a significant discount. According to Simpson, the authority will be able at that time to acquire the property at only \$1 over market value, calculated on the basis of the reduced income that will be received from the units due to the continuing rent restrictions.

In addition to Alliant's capital investment finalized recently, long-term funding for the project will be provided in the form of low-interest

loans from both CHFA and the Colorado Department of Local Affairs, Division of Housing. Construction financing will be provided by loans from a bank and CHFA, which are expected to be paid off by the long-term funding after construction is complete next year.

Because the primary long-term financing comes from the Alliant investment paid for by the federal tax credits approved by CHFA, according to Simpson, all financing and operating costs for the project are expected to be covered by rent for the 34 units, even at restricted levels.

Sara Ward, Housing Authority executive director, noted that "Many families have been priced out of decent housing in our community and the project will meet an urgent need. The support we have received from the town, the county and the community has been great. It was instrumental in obtaining CHFA's approval for our tax credits."

Simpson concurred, stating that the level of cooperation from local government and others under the leadership of the Housing Authority "has been exceptional in my experience."

Simpson was formerly employed by the Division of Housing and has worked extensively on affordable housing in Colorado and elsewhere.

Ward explained the townhome design was utilized for the project to maximize the number of units that could be constructed on the site in compliance with the Pagosa Springs Municipal Code. Building height provisions would have limited the size of any apartment building including units accommodating families of varying sizes, an important goal of the project based on demand at the critically needed price points, she said.

In addition, Ward pointed out that because of the tourism-dependent nature of our local economy, aesthetic factors are important and are enforced by the town code. Use of a townhome design enabled



Rendering courtesy HGF Architects Inc.

When complete, a Hot Springs Boulevard construction project will include 34 townhome units with one, two or three bedrooms in seven buildings and a new building for the Archuleta County Department of Human Services.

the architect to avoid construction having an extended uniform roofline or other repetitive characteristics, which would not have met code standards.

The Housing Authority was created by a resolution of the Archuleta County Board of County Commissioners, approved pursuant to Colorado Law in 1978. The authority is managed by an uncompensated board of directors.

JIM GARRETT
♦ ATTORNEY ♦

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Sports

CROSS-COUNTRY

Heraty nabs state spot with third-place regional finish

By Randi Pierce
Staff Writer

The Pagosa Springs High School Pirate cross-country teams may only be sending one harrier, senior Gabe Heraty, on to state, but the teams still finished the season strong at last weekend's regional competition, with every Pirate runner either setting a personal record (PR) or logging their best time of the season.

"I honestly think both teams did great. We had 8 out of 12 runners earn a personal record and the other 4 runners who didn't earn a PR earned a season best time. Every single person ran their best possible race, and that is all we can ask for at the end of the season," coach Rachael Christiansen wrote in an email to The SUN.

Heraty set a PR of 16 minutes, 49 seconds at the regional meet in Durango, finishing third and earning a spot among the 100 3A runners at Saturday's state competition at the Norris-Penrose Event Center in Colorado Springs.

Heraty is scheduled to run in the first wave Saturday, with the boys' race starting at noon.

All results can be found at www.chsaanow.com on the day of the race. The state championships will be streamed live, with the link available through CHSAANow.

Heraty's 16:49 finish at regionals also accomplished a season goal for the senior — finishing in under 17 minutes.

"He knew he was qualifying before the race was over," coach Rachael Christiansen wrote of Heraty's qualifying run. "We had a plan and he executed it perfectly. I think he was more excited about breaking that 17 minute mark as that was his season goal! He said when he came around the finishing straight and saw 16 minutes on the clock, he knew he could do it and gave everything he had to cross the line under 17."

Now, Heraty will be looking to capitalize on his confidence running on hillier courses to perform well at state.

"State is not an easy course," Christiansen explained. "Mile 2 has 2 long and difficult climbs and then just before the finish there is a short but steep climb. However, Gabe has trained for hills. He is confident on hills and has had great successes on hilly courses (1st place in Dolores, 2nd place in Pagosa) so we believe he is capable of a strong showing at state. He's going to use those hills to make up ground on his opponents and move up in the race. I would like for him to make the biggest moves on the climb at the end of mile 2. At our home meet, this is where he was able to break away from Zeb (Bayfield) and focus on chasing Josh (Alamosa) down."

This week, Christiansen explained, Heraty is tapering into the state run and is working on fine-tuning with speed workouts and decreasing overall mileage and is also focusing on nutrition and hydration.

"His training has gotten him to this point, now we need to make sure he is properly fueled for Saturday," she explained.

Heraty's third place helped the Pirates to a fifth-place finish out of the 12 teams at regionals.

"Everyone on the boys team ran an amazing race. We had 3 runners hit HUGE milestones," Christiansen wrote, referring to Heraty, David Morehouse and Andrew Bowles.

Morehouse, a junior who ran the course in 18:29 to finish 25th, set a new PR and broke the 19-minute mark for the first time.

"David blew me away as he had only broken the 20 minute mark once this season," the coach wrote. "That was a big accomplishment on his end."

Bowles, a sophomore, followed in 18:48 to be the 31st runner across the line — also a PR and his first time breaking the 19-minute mark.

"As for Andrew, that kid is un-

stoppable. He just keeps getting better and better each day," the coach added.

Levi Hinger, a freshman, served as the team's final scoring runner, finishing 38th in 19:18 — a PR.

"Levi also ran a great race and earned a PR of 19:18. He looked strong throughout the race, even though he was battling an injury over the last few weeks," Christiansen wrote.

Senior Clayton Cayard joined in the PR fun and broke the 20-minute mark for the first time with a time of 19:51 to finish 48th.

Noah Weiszbrod rounded out the Pirate runners by finishing 52nd out of the 72 runners and setting a PR time of 20:10.

"That is highly impressive," Christiansen stated of all six Pirate runners setting a PR on the day.

The Lady Pirates also had a strong day on the course, finishing

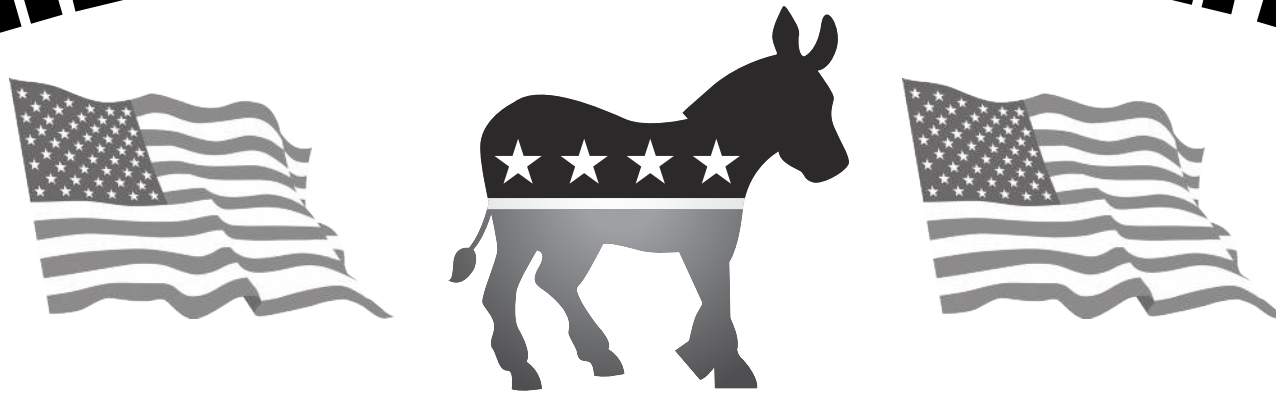
■ See State B2



Photo courtesy Steven Long

The Pirate cross-country teams pose at Friday's regional competition in Durango. The girls' squad finished sixth and the boys' team finished fifth, with every Pirate runner logging either a personal record or a season-best time.

THE DEMOCRATIC PARTY



HERE ARE A FEW OF THE ISSUES WE CARE ABOUT:

✓ Health Care

Quality, affordable health care is a right not a privilege. Where is the Republicans' plan, which they have been "working on" for a decade?

✓ Social Security

Trump wants to permanently repeal the payroll tax, the only dedicated funding for Social Security, leaving the program broke by 2023.

✓ Social & Economic Justice

All people deserve respect and to live in dignity and security – women, men, old, young, people of color, LGBTQ, the handicapped, immigrants. Poverty and hunger have no place in the World's richest nation. And while we support law enforcement, black lives DO matter.

✓ Climate Change

Megadrought, raging wildfires, extreme heat, rising sea levels - Our planet is on an unsustainable path. We must reverse this for our children and grandchildren and create millions of good "green" jobs along the way.

✓ Public Lands

Outdoor recreation is a billion-dollar industry in Colorado and a major driver for Archuleta County's economy. We must safeguard OUR lands for today and future generations.

✓ Student Debt

Debt is strangling our young adults. We must find relief for them and make college and vocational education more affordable.

IF YOU ALSO CARE ABOUT THESE ISSUES AND VALUE CHARACTER AND HONESTY, VOTE BLUE UP AND DOWN THE BALLOT

For information, visit archuletaadems.org or call 970-264-2171.

Paid by the ACDP, R. Herman, Chair, and D. Butcher, Treasurer.

FOOTBALL

Pirates win big in season opener

By Clayton Chaney
Staff Writer

Saturday, the Pagosa Springs High School Pirate football team traveled to Granby to take on the Middle Park Panthers. The Pirates showed up ready to play, beating the Panthers 44-0.

The Pirates had a big first quarter, putting up 28 points on offense. The team added seven points in

the second quarter, three in the third and six in the fourth.

Senior Dylan Tressler had two breakaway runs, one for a 73-yard touchdown and the other a 55-yard touchdown rush in the first quarter.

Tressler led the team in rushing and ended the day with a total of 243 yards and three touchdowns on the ground.

"He had the hot hand, he's done a good job for us... he was the guy

this week," coach Nathan Morales said of Tressler's performance.

Morales added that although Tressler was the go-to-guy for this week, "wherever we can score, that's who gets the ball ... the team is all about we, not I."

The Pirates put up a total of 449 yards of offense on the day, with 397 rushing yards and 52 receiving yards.

Senior Grant Aucoin connected

with senior Mitch Lewis for a 43-yard touchdown pass. Sophomore Aaron Aucoin completed one pass attempt to senior Caleb Laverty for 9 yards.

Morales mentioned that depending on the week, "we could throw more, we could rush more, whatever gives us the best chance to win," regarding the offensive play calls.

Other notable offensive performances came from freshman Galvin Lindahl, who had a 15-yard rushing touchdown; junior Tommy Barker, who put up 51 yards on

■ See Football B3



Photo courtesy Steven Long

Pirate senior Gabe Heraty runs to a third-place finish at Friday's regional meet. Heraty earned a spot to compete in the state meet and will race Saturday at noon.

State

■ Continued from B1

sixth out of 10 teams. The team was led on the day by senior Megan Greenly, who finished 18th with a time of 21:09.

"Megan was in the second heat, a full minute behind the first heat and she actually caught some of the girls from the 1st heat! That was amazing! It was one of the best races I've seen her run," Christian-sen wrote.

Greenly was followed by junior Nell Taylor, who finished 25th in 21:51, and junior Sierra Liverett, who finished tied for 27th with a time of 21:59.

"Sierra has been battling knee and hip issues since a sophomore but she came out and ran a strong 21:59. That was by far her best race of this season and I was impressed by how well she ran," the coach stated.

Close behind was Michelle Sauceda, who finished 29th with a time of 22:02.

Ivory Carpenter logged a time of 22:22 to finish 33rd, and RuthAnn Morehouse finished 42nd out of the 65 runners with a time of 23:03 — both PRs.

"I have never seen Ivory work as hard as she did on Friday," Christiansen wrote. "It was beautiful to watch!"

Christiansen noted that, while the teams didn't make state, the runners felt good about their individual races.

"We knew going into regionals that it would be tough for us to qualify because our region is fast and full of very talented teams. However, we were still hopeful we could pull off an upset and sneak into that 3rd place spot on both sides," she explained, adding, "Everyone left everything out on that course and there was no doubt each runner gave 100%. That was what we had control over. We can't control who we compete against, but we can control how well we compete. After the race, we knew we competed to the best of our abilities. When we found we didn't qualify there was certainly some disappointment and tears, but it was amazing to see how quickly the team rebounded and started talking about what they need to do for next year. The focus and determination is already there, and that is amazing!"

She added, "All season long we talked about the reasons why they run cross country, and the responses are always 'for the team' and 'because of the people on the team' and that was more apparent than ever Friday."

And although the season is officially over for all of the Pirate harriers except Heraty, they haven't given up on training as a team.

"They are doing it to cheer on Gabe, but also to continue to run with each other. They are a family," Christiansen wrote, relaying, "After the race RuthAnn said 'I'm sad we aren't going to state, but I am more sad that I won't be running with these girls anymore.'"

Christiansen noted her response: "Why can't you run with these girls? There is nothing stopping you."

"That's the beauty about running, we just need to lace up our shoes and go," the coach wrote. "I also think it comes back to that focus and determination for next year as well. This year was tough. Our region is tough. If we want to be a contender then we are going to need to work year-round. This season just ended for them, but next season is just beginning."

randi@pagosasun.com

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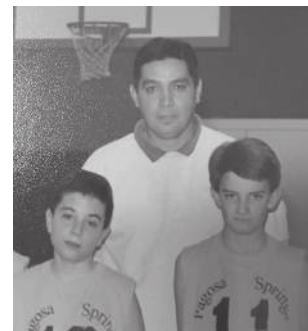
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- Lead volunteer board member, Rose Mountain Townhome Community Project - 2 years
- Archuleta School District 50 Jt. board member - 8 years
- Town of Pagosa Springs council member - 6 years
- Pagosa Springs Area Chamber of Commerce board member - 4 years
- Pagosa Springs Planning commission - 4 years
- Community Service Program Supervisor - 4 years
- Founded "Cash for Cans" environmental scholarship program - 10 years
- Founded South Pagosa Park on S. 8th St. in downtown Pagosa Springs
- Volunteer community youth sports coach - 30 years
- Founded and sponsored Youth Football League
- Colorado Housing Inc., volunteer board member - 10 years
- Archuleta County Commissioner District 2 - 8 years
- Local small business owner - 30 years



Veteran Memorial Park Groundbreaking, 2017



Volunteer Youth Basketball Coach, 2003



Serving Thanksgiving dinner at Pagosa Springs Elementary School as 8-year school board member



Groundbreaking for Socorro Senior Living Facility, Archuleta Housing Board member, 2009

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A VOICE FOR ALL OF ARCHULETA COUNTY

As commissioner, I will represent the diverse voices of Archuleta County as a **qualified leader**. I will bring my skills and training to the job to communicate and **share information**, including updating residents about county business.

Our county needs a commissioner who will support the board and staff in **strong decision-making** based on LISTENING to residents and finding **creative solutions** for the long-term health of our county.

We all have stories that brought us to this amazing place.

My story in Pagosa began 27 years ago. For others, it may have been last year or 10 years ago or the day they were born here. Together, we are all residents who choose to make Archuleta County our home.

I will be a voice for all of us, guided by decades of local volunteering, training, and professional expertise.

Our county will have \$0 in Strategic Reserve and \$0 of property taxes allocated for roads in the 2021 budget. Can you guess why?

While my opponent touts the Detention Center (jail) as an accomplishment that "had to be done," the reality is that other less-expensive plans and alternate funding options were ignored before a hasty decision was made that bypassed the will of the voters without public participation, resulting in an over-budget project at the expense of our roads and future county finances.

Where is the public communication from board chair Ronnie Maez? (hint: it doesn't exist)

I will re-build trust with the community by working with fellow commissioners and staff to find a way to repair the county's financial mess. I'll be transparent with how we're moving funds and available to listen to residents. I'll provide meeting summaries that include how each of us voted on decisions. I'll provide ways for residents to interact and share ideas when they can't attend live meetings.

WHO ELSE IS RUNNING?

DISTRICT 1

- Warren Brown
Republican
- Clifford Lucero
Unaffiliated
- Matt Witt
Unaffiliated

You may vote for 2 candidates, one from each district. No matter where you live in the county or what district you reside in, you will have the option to choose one candidate from each of the two districts up for election.

DISTRICT 2

- Natalie Carpenter
Unaffiliated
- Ron Maez
Republican

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Natalie Carpenter, age 49
Self-employed Systems Engineer, mother of three, community volunteer and 27-year resident of Pagosa Springs.



Paid for by VoteNat.com

Visit **VoteNat.com** to learn more about Natalie Carpenter.



Photo courtesy Stacey Barker

No. 18 Grant Aucoin runs wide around the edge of the Middle Park Panthers' defense, with No. 4 Dylan Tressler and No. 8 Aaron Aucoin out in front lead blocking. The Pirates beat the Panthers 44-0 with the help from Grant Aucoin, who had one passing touchdown and one rushing touchdown on the day.

Football

Continued from B2
the ground with 13 rushing attempts; and senior Cam Hinger, who knocked in a 20-yard field goal in the third quarter.

Morales offered praise for the Pirates' defense as it held the Panthers to just 62 all-purpose yards on the day.

"Overall, it was a good day ... our defense was amazing," Morales said.

The Pirates' defense forced three turnovers, all of them being fumbles.

Junior Wil Aucoin and Grant Aucoin each had five solo tackles on the day. Tressler and Lewis each

came up with a fumble recovery, along with senior E.J. Monterroso, who also had a fumble recovery.

Morales commented on how the team responded to the win and its goals moving forward.

"We enjoyed it for the bus ride home and then we switched our mind to Alamosa ... the kids are ready to work," he said.

He added, "The win was great, but we know we just got to focus on us and work hard and good things will happen for us."

Morales mentioned the attitude of having "nameless faces" as their opponents going forward through the season.

"We don't worry about the opponent, we control us ... We just want to be the best team and people we can be everyday," he said.

Morales added that the goal for now is to "keep working hard, control the controllables and focus on us."

The Pirates will begin conference play tonight against the Alamosa Mean Moose. The game is set to kick off at 7 p.m. at Pagosa Springs High School's Golden Peak Stadium.

The Mean Moose are coming off of a 21-13 defeat in last week's nonconference game against the Woodland Park Panthers.

Due to COVID-19 restrictions, only two spectator ticket opportunities are allowed per home player and coach, with no visiting spectators allowed and no general admission, according to Athletic Director Marcie Ham.

Those looking to watch the games can do so by purchasing a subscription at <https://www.nfh-network.com/supportprogram>.

Ham noted the school hopes to stream home games beginning with today's contest.

All spectators and personnel must wear masks at all times and follow social distancing guidelines. clayton@pagosahun.com

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Good luck, Pirates!

FORWARD THINKING FORWARD PROGRESS

Natalie Woodruff and Elsa White strongly recommend re-electing Ronnie Maez County Commissioner District 2

Natalie Woodruff, Archuleta County Commissioner
Ronnie Maez and Elsa White

EXPERIENCE

These are just some accomplishments during my first term as county commissioner

Roads — Full reclamation of 6 miles of county roads with paving or lithification: 2 miles Trujillo Road, .5 mile Lake Forest Circle, 1 mile Trails Boulevard, 1.3 miles Piedra Road to Cloud Cap, .1 mile Piedra Backswing to Golf, .1 mile East Golf, .1 mile Backswing to Caddy Circle, .25 mile Masters Circle	34 workforce housing units under construction
Detention facility built	Department of Human Services office under construction
Sheriff's office completed	Moving forward to build courthouse
	Broadband — Continuing support of making progress to strengthen connectivity in Archuleta County
	And much more

As your county commissioner, I am available 24/7, (970) 903-0546

Volunteer Experience: Pagosa Fire Protection District board of directors 8 years, volunteer firefighter 11 years, Archuleta County Fair Board, Firefighter's Pension Fund Board, Archuleta County School District Accountability Committee, Town of Pagosa Springs Planning Commission.

I am asking for your support and the privilege to serve you another four years.

VOTE ★★★★★

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incumbent for county commissioner district 2

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Archuleta County, join your family, friends, co-workers and local small business owners in voting for Warren Brown, County Commissioner District 1

ELECT BROWN
Archuleta County Commissioner

Paid for by Committee to Elect Warren Brown County Commissioner, Warren Brown, registered agent.



Spin and Weave Week

SUN photos/Randi Pierce

Local fiber artists celebrated Spin and Weave Week last week by meeting at Yamaguchi Park to demonstrate and take part in different types of fiber arts.



Letters

Continued from A4
their people — not benefiting us. The rich get richer ... but we can vote them out.

Karen Pontius
Durango

Proposition 113

Dear Editor:

This proposition is an ill conceived scheme by the liberal left to skirt the Electoral College and advantage the Democratic Candidate for President. This, because of the high Democratic vote in the New York City area and in Central and Southern California. It would assign all of Colorado's Electoral votes to the candidate that had the most votes nationally. Most means one more than anyone else. That would encourage many parties and lead to the chaos that follows European elections. The information booklet we received is very misleading. Don't be fooled. They are trying to cover up its major flaw, and that is that Colorado's votes could go to a candidate not favored by Colorado voters. Probably not Constitutional, but let's save the courts the trouble and vote No on Proposition 113.

Richard Riethmiller

Trump and the military

Dear Editor:

In 1968, when over half a million Americans were serving their country in Vietnam, Trump dodged the draft by getting a medical deferment for a bone spur in his heel. When asked by a reporter which heel it was, Trump couldn't remember.

In 2015, Trump mocked John McCain, who had been a prisoner of war in North Vietnam, by saying, "He's not a war hero. I like people who weren't captured."

In 2018, Trump canceled his visit to the Aisne-Marne American Cemetery near Paris because he didn't want to get his hair wet. "Why should I go to that cemetery? It's filled with losers," he said about our fallen soldiers

On the same trip he called the more than 1,800 marines who lost their lives at Belleau Wood "suckers" for getting killed.

He called George H. W. Bush a "loser" for being shot down by the Japanese as a navy pilot in WWII.

I am shocked by the disrespect our president shows to the military.

But nothing surpasses the outrage I felt when I learned that Trump was informed that Russia was paying bounties to the Taliban to kill American soldiers in Af-

ghanistan. What did he do about it? Worse than nothing. He rewarded Russia by pushing for them to be allowed to rejoin the G7 and sending a \$5.7 million aid package to Putin.

We need a president who respects and protects our military. Vote Trump out.

Philip Riffe
Hesperus

Engage

Dear Editor:

Lot's of thoughtless yet powerful labels are written today; cleverly concocted by devious wordsmiths. Which are bent on silencing all of us. No one wishes to be stereotyped with leftwing narratives like sexist and bigot etc.

The endless secular assaults upon traditional norms, facing little if any pushback, may initially appear as specious and trivial while actually threatening the very survival of America at her core. Seemingly harmless prattle related to gender confusion and pronoun dyslexia only evolves into vicious threats of reprisal across a journalistic feeding-frenzy superficially bemoaning our deeply polarized society.

Horse feathers: don't buy the assertion. American discourse has always thrived on diverse opinions, we want to see a measured exchange of ideas, despite the best efforts of an unprincipled media to foment harmful discord and cancerous division.

Don't give them the satisfaction.

Instead, keep the faith; stand your ground. Engage the debate to let your voice be heard in prayerful, respectful dialogue. Readers are not ignorant. They want to see everyone walk their path with renewed vigor and unfettered resolve to preserve the priceless legacy of our great nation's promise to her posterity.

So, write that letter to the Pagosa SUN. Even if the editor will not ink same without taking a few minutes to politely inform the writer why their opinion was not considered worthy of print.

Jim Sawicki

Political polarization

Dear Editor:

Political polarization is preventing congress from passing lasting legislation needed to address important problems such as health care, immigration and our failing infrastructure. Although this polarization started many years ago, independent surveys show that it has increased markedly under

the current administration. This increased polarization also leads to increased violence committed by fringe groups from both the left and the right.

Although we may not agree on which party has contributed most to our polarization, we likely agree that this polarization is not good for our country because it has led to paralysis of our political system. We need thoughtful, lasting legislation that the majorities of both parties will support.

For example, it is widely acknowledged that our health care system is broken. Despite spending far more than other countries on healthcare, the quality of our health care is rated below theirs. The Affordable Care Act (Obama Care) was an attempt to fix the system. Although 50-55% of all Americans approve of this legislation, no Republicans supported its passage. Overturning this legislation has been a major goal of Republicans since its passage in 2010.

Yet, the Kaiser Family Foundation finds that three fourths of the public favors the federal government doing more to provide health insurance. This broad support for government intervention in health care insurance creates the opportunity for thoughtful, lasting health care legislation, which will be possible only with broad bipartisan support.

Are there examples of important legislation passed with bipartisan support? In 1997, the passage of the CHIP Act showed how bipartisan support could be achieved under politically difficult times. CHIP has been widely recognized for increasing the number of children with health insurance. Broad bipartisan support has renewed its funding four times since its enactment.

The CHIP Act was passed when Republicans held substantial majorities in both houses of congress and Bill Clinton was President. Democrat Ted Kennedy and Republican Orin Hatch jointly sponsored this legislation. This bipartisan legislation passed while the Republican controlled House was preparing to impeach President Clinton.

Many say that the days of making deals like this are over. If this is the case, there is little chance for passing significant, bipartisan legislation in the future. Furthermore, the US will no longer be seen by the world as a model for democracy thereby strengthening strong man dictatorships.

Given the increased polarization under the Trump administration, bipartisan passage of lasting legislation is unlikely to occur if President Trump is re-elected. Joe Biden's record of initiating bipartisan legislation is well established. The Lugar Foundation ranks Joe

Biden in the upper 20 percent of lifetime Senate rankings for bipartisanship.

Speaking on the loss of bipartisanship, former Republican senator Chuck Hagel said, "That doesn't mean that (bipartisanship) can't be revived. If there's anyone uniquely qualified today to do that, it's Joe Biden. I don't know anyone else who has lived that and believed that to his core."

David Smith

'Vote for your freedom'

Dear Editor:

Search Google for the Biden-Sanders Unity Agreement, and the Democrat National Committee website for its 2020 platform. Only a few of the items contained in these documents are listed.

1. All illegal aliens receive free healthcare, and immediate citizenship.

2. All border walls and immigration enforcement will be eliminated.

3. A new federal agency employing 100,000 people will be created to "trace" all Americans.

4. Gun manufacturers will be liable for how their guns are used (gun manufacturing will cease, and guns will be confiscated).

5. Abortion available at taxpayer expense to all women, even minors.

6. Implementation of Green New Deal with 4 trillion in taxes and regulations, destroying agriculture, including cattle ranching (no more steak).

7. Remove Trump tax cuts, \$1,000 child care tax credit, and reinstate regulations.

If you want higher taxes, less freedom, loss of gun rights, and religious freedom, it will be so if Democrats are elected. Nothing is free. This is an agenda to destroy the Constitution and implement socialism/communism. Venezuela is now bankrupt due to such actions.

The overreaching actions of Governor Polis during Covid 19, the legislation he signed regulating the oil and gas industry, and legislation he signed removing our vote for President prove the Democrat Agenda is in Colorado. Vote Republican totally, vote to restore the Electoral College, vote for reduced Colorado income tax, vote to protect full term babies from abortion, vote for your freedom because you are.

Mary Ann Smith

The 'why'

Dear Editor:

Do you ever sit and wonder about things of your past, of your ancestry, the "why" of some things?

See Letters B5

MARILYN HARRIS

YOUR CONSERVATIVE VOICE FOR COLORADO HOUSE DISTRICT 59



Marilyn will work to protect farmers and ranchers from unfair water rights legislation, to strengthen our education system, and to make our voices heard on how we want to live our lives, not be dictated to by policies and procedures which do not apply to our area.

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Letters

■ Continued from B4

Over the past months, in isolation, I have spent a lot of time “thinking”. Oh, Oh, my kids will say, “look out Mom is thinking again, that is dangerous.”

Before and during the Civil War, Horace Greeley was owner and editor of the New York Tribune in which he published the following: “Washington is not a place to live. The rents are high, the food is bad, the dust is disgusting and the morals are deplorable. Go West, young man, go West, and grow up with the country”. So my cowboys, along with many more, heeded those words and thus began the movement West. They ended up in Texas as the Civil War spread west. Texas was a Republic at that time and when their Legislature voted to join the Confederacy, the President of the Republic, Sam Houston, disagreed and resigned. My cowboys also disagreed and with their herds, they joined Col. Goodnight’s trail north to feed the Union soldiers.

When the war ended, they returned to the Texas Panhandle with the left-over herd and organized the T-Anchor ranch, the oldest working ranch in the state of Texas that later became the town of Canyon. I ask, do today’s votes honor their sacrifice and commitment to preserving “One nation, indivisible, with liberty and justice for all”?

I got to wondering about that word, “anchor” — of course the “T” stood for Texas. Thinking back to those early Pattons, both were Navy guys — one served in the British Royal Navy; the other in the Merchant Marines. So, when Horace Greeley challenged them to “go West”, they finally decided that Texas was far enough West and they sunk their anchor in Texas. So how about that. I kinda’ like that thought, true or not.

Thinking is fun if done with love, right?

Patty Tillerson

Excellent choices

Dear Editor:

Our ballot will be arriving in the mail any day now and it is one of the most important elections in recent history. Our local commissioner election is equally as important.

District 2 incumbent Ronnie Maez is the best choice as he brings years of experience and has the best interest of the people and our county at heart as a life long resident. Ronnie owns his own business which is a huge plus because

he understands the needs of our business owners. Keeping our local businesses profitable and growing are imperative for our town to stay vibrant and prosperous. He has worked hard to obtain millions of dollars in grants to improve our community. During his years as commissioner we now have a new detention center and workforce housing. He is working to bring Broadband and improving roads including paving and lithification on high use roads. Ronnie has volunteered through out his life serving as a volunteer firefighter, working on the Town of Pagosa Springs Planning Commission and County School District to name a few. Ronnie is a forward thinker, not only looking at what we need today, but what we need to do now to make our community better in the future. Ronnie is available 24/7 to the citizens of Archuleta County and truly cares about the people who live here and their quality of life.

District 1 candidate Clifford Lucero is also a life long resident and a business owner. Clifford has years of experience as a County Commissioner, and as he stated, he appreciates our history and cherishes our future. He has shown his commitment to our community by volunteering in numerous ways. Our experience with Commissioner Lucero proves that he listens to the residents and makes decisions that are morally right. Clifford cares about our neighborhoods and quality of life. Clifford has a track record showing he will work hard for us and our community.

Also in District 1 is Warren Brown, whom I got to know while volunteering at the Sheriff’s office. I must say he is a very nice person and honest. Warren is also a local business owner and I do feel he would be dedicated and have our community’s best interests at heart.

We are lucky to have such excellent people to choose from to take our community into the future.

It is also very important to note that all three of the candidates above will be voting no on Proposition 113, the National Popular Vote. It is imperative that we all vote no on Proposition 113 so that everyone’s vote counts, not just those living in larger cities.

Beth and Toby Tollefsen

Re-elect Maez

Dear Editor:

Commissioner Maez is a lifelong resident of Pagosa Springs, and has

spent the majority of his adult life serving this community. Early on he served as a volunteer firefighter for 11 years while receiving the following awards; rookie of the year, fire fighter of the year, and officer of the year. He served on the Archuleta County Fair Board, was elected and served for 8 years as board of director for the fire protection district and 8 years on the firefighters pension fund board. He continued to serve his community as a member of school district accountability committee, and served on the town planning commission. After being elected County Commissioner he also served as Commissioner on the board of the Community Development Corporation, and Commissioner Representative with Archuleta Seniors Inc. In addition to all of the above, he has further served his community as a business owner for 37 years.

His opponent has made the all-encompassing comment in her advertising “Residents can discuss county issues with him during paid hair appointments while others are told he has no time to look at their road issues or hear their concerns”, that has certainly not been my experience. As other current and former commissioners will attest, I have many personal opinions on many issues and do not hesitate to contact any of the commissioners to voice my opinion and discuss issues. As such, during the past four years, I have contacted Commissioner Maez many times on a variety of issues from roads, to the new jail complex, to ordinances, among other issues. Without exception, when I texted, phoned or emailed Commissioner Maez I received a timely response, and was afforded as much time as I needed to fully discuss my issue. Many times we were on the opposite sides of an issue, but we always had a fair and comprehensive discussion.

Commissioner Maez’ only objective during his lifetime of serving this community has been his commitment to do the best he could do to improve his community. Even though, at times, some may have disagreed with his stand on certain issues, I believe he has been true to his commitment to this community and deserves another four years as Commissioner of district 2.

Re-elect Commissioner Ronnie Maez, the candidate with experience.

Gary Waples

Substance abuse issues

Dear Editor:

I have written in the past about the challenges of people in our community with substance abuse issues. I want to bring awareness to how the COVID pandemic has been especially hard on them. “Out of an abundance of caution” many who were incarcerated in County Jail were released to reduce the risk of infection among inmates, this was done without a plan for how these individuals would survive upon immediate release. In addition, changes were made to the bail requirements making it easier for alleged offenders to get a Personal Recognizance Bond. These actions had unintended consequences, for example without being held

■ See Letters B6

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A few goals for the next 4 years

Pave more of Piedra Road (CR600) starting at the cattle guard, bring back our 5-year road plan, and improve road conditions in the Vista subdivision.

Team up with the School District and State/Federal government to get money for badly needed facility **maintenance and improvements at our local Junior High and Middle School buildings.**

Work with Town/County leadership and our local business owners to study options for **cutting fees/regulations for contractors, business owners,** and for starting new businesses, so that our local business community and construction sector can continue to flourish.

Break ground on two more **affordable housing projects,** similar to the Rose Mountain Townhome project: one for our local VETERANS and another for working families!

Finance County Government responsibly. This means making tough decisions: Keeping our county out of debt, reviewing department budgets, eliminating waste and applying conservative financial practices to county business.

Work with County Solid Waste Department and all employees to drastically improve operations and conditions at our **County Landfill and Recycling Center.**

We must **upgrade and relocate essential county offices,** currently set at the courthouse, to better serve the public, our county employees and elected officials — including **bringing back a Driver’s License office to our community.**

No one wants to pay more taxes! We can **balance our budget and build up strategic cash reserves,** without taxing citizens. At the end of my previous term on the BoCC, we left almost \$6 million in cash on hand! It’s already all gone. But we can build it up again with **smart management, discipline and experience.**

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BACK IN BUSINESS

As our state representative, **Barbara McLachlan** helped deliver COVID recovery loans for our local small businesses, because they’re the backbone of our Southwestern Colorado economy.

Committee to Elect Barbara McLachlan; Registered Agent Barbara McLachlan



Outdoors

Weminuche Audubon Chapter meeting to explore what's happening on Jackson Mountain

By Jean Zirnheld
Weminuche Audubon Society

Increasingly catastrophic wildfire is becoming a part of the landscape of the American west. Smokey skies here are a reminder of the danger wildfire poses to us.

In last week's SUN, conservation biologist Pepper Trail wrote in his article, "Fanning the flames in Oregon," "The present we are now enduring is the climate-change future that we have been warned about for decades."

At this month's online meeting, on Wednesday, Oct. 21, at 6:30 p.m., the Weminuche Audubon chapter will host a presentation on Adaptive Silviculture for Climate Change, an experimental project designed to determine best forest management practices in the face of a warming climate and increased fire danger. One of these trials is being conducted here on Jackson Mountain.

Our presenters are Matthew Tuten and Dana Hayward.

Tuten is a silviculturist and a timber program manager for the Pagosa Ranger District and Columbine Ranger District of the San Juan National Forest (Wolf Creek Pass to just east of Durango). He's been with the San Juan National Forest for just over five years. Prior to moving to

Pagosa Springs with his wife and two children, he was a forester on the Ouray Ranger District of the Grand Mesa, Uncompahgre and Gunnison National Forests in Montrose, Colo., where he worked in mixed-conifer forests, similar in many ways to the forests on Jackson Mountain. Before working for the Forest Service, he contributed to forest restoration research at Northern Arizona University and also completed a graduate thesis on management guidelines for the northern goshawk in southwestern national forests.

Hayward is the partnership coordinator for Mountain Studies Institute and San Juan Forest Health Partnership, two area organizations working to protect our forests. By bringing diverse stakeholders together, the group works to identify and prioritize forest health projects that protect our community while improving forest health and ecosystem function.

A native Coloradan, Hayward has lived in Pagosa Springs since 2013. In her position as partnership coordinator at the Mountain Studies Institute, she serves as the San Juan Headwaters Forest Health Partnership coordinator and supports coordination activities for other collaborative groups in Southwest Colorado

and Northern New Mexico. She loves the work she does to support collaborative processes that impact natural resource and landscape management; the committed partners she gets to work with are who truly make her job awesome. A background in education, agriculture and marketing lend unique perspectives to her work, while her facilitation, project management and communication skills support the work of MSI and its partners. Hayward holds an M.Agr. in agricultural resource management, and an M.Ed. in culturally and linguistically diverse education.

For the past two summers, members of the local Weminuche Audubon Chapter have conducted a citizen science survey designed to determine the effects of different fire prevention treatments on bird populations. These surveys have taken place in ponderosa pine areas of the national forest at locations on Turkey Springs, Fawn Gulch and Jackson Mountain and complement the studies of the Adaptive Silviculture trials.

All interested parties are invited to join us in what promises to be an informative evening. For a Zoom link to join the meeting, see the Events tab on our website, www.weminucheadubon.org.

Tricia O'Connor to serve as acting regional forester for the Rocky Mountain Region

By Donna Nemeth
U.S. Department of Agriculture

USDA Forest Service Chief Vicki Christiansen announced the temporary appointment of Tricia O'Connor as the acting regional forester for the Rocky Mountain Region, effective Oct. 19.

In this role, O'Connor will lead more than 2,000 employees and share stewardship of 22 million acres of national forests and grasslands in Colorado, Kansas, Nebraska, South Dakota and Wyoming with partners and 48 affiliated tribes.

O'Connor currently serves as forest supervisor for the Bridger-Teton National Forest in Wyoming, where she oversees management on 3.4 million acres of public land.

She started her career with the Forest Service in 1988 on the Mt. Hood National Forest as a wildlife biologist. Her previous assignments include wildlife biologist for the Lolo National Forest in Montana; and district ranger, forest staff officer and deputy forest super-

visor for the Tongass National Forest in Alaska. She has also held short-term positions as deputy director for Ecosystem Management Coordination in Washington, D.C., and deputy regional forester for the Intermountain Region in Utah.

O'Connor earned a bachelor's



Tricia O'Connor

degree in biology from Cornell University and a master's degree in natural resource management from Humboldt State University. She and her husband, Keith Rush, enjoy a wide range of outdoor activities and international travel.

O'Connor replaces Jennifer Eberlien, who has served as acting regional forester for the Rocky Mountain Region since October 2019. Eberlien accepted a new position as associate deputy chief for National Forest System at the USDA Forest Service Headquarters in Washington, D.C.

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New High School Youth Nordic Ski Program needs your support

James Dickhoff
Pagosa Nordic Club

As the leaves have started changing colors, the Pagosa Nordic Club (PNC) is beginning preparations for this upcoming 2020-2021 Nordic ski season.

We are working on scheduling trail work days at the West Fork and Cloman Park and our events schedule has been updated with this year's dates on our website, PagosaNordic.com, under the "events" tab.

Our big exciting news is that PNC is teaming up with Pagosa Springs High School to start a youth Nordic Ski program. PNC has long wanted to see a youth Nordic ski program established and was waiting for the right people to help champion the effort.

Josh Kurz (science teacher and former assistant track and cross-country running assistant coach) and Rachel Christiansen (math teacher and head cross-country running coach) have stepped up and offered to spearhead the youth Nordic ski program as a school-

sponsored athletic program club. Thus far, there are 20 youth that have expressed interest in participating, double our original expectations. The Nordic ski program will initially start as an after-school recreation program, focusing on Nordic skate skiing. As the program matures, it is possible a race schedule may be considered.

PNC will provide the grooming equipment and volunteers needed to groom Yamaguchi Park and potentially a course on the high school property for a convenient after-school skiing course.

What we need now is your help in fundraising \$7,000-\$8,000 to purchase skate ski equipment to outfit the youth participants. Our local Alpen Haus Ski Center has generously offered to coordinate the purchase of gear at cost for the program. The PNC board members are so supportive of this program that they have individually donated a total of \$1,200 to jump start the fundraising effort. Here is the link to donate from our webpage: <https://pagosanordic.com/youth-nordic-ski-program-fund/>.

We have secured a great deal on medium-level performance ski equipment with each set generally including skis (One Way premio skate ski), poles (Excel Carbon), boots (One Way) and bindings (SNS), with each full set costing approximately \$375. If you are able, please consider donating \$375 for a full set of gear; however, any amount will help us achieve our goal.

PNC is a 100 percent volunteer 501(c)(3) nonprofit, thus, your donation may be tax deductible. If an overage of donations are received, the funds will be set in a youth program account for additional gear needs this season and future year youth program equipment needs.

Please help support kicking off this new youth Nordic ski program and donate today at: <https://pagosanordic.com/youth-nordic-ski-program-fund/>.

Also, we will also accept your lightly used skate ski equipment for the program. Contact us at PagosaNordic@gmail.com to coordinate your equipment donation.

Thank you for your support.

Letters

Continued from B5

accountable by our criminal justice system we have one member of the community who has been able to continue reoffending, piling up seven charges in four different counties. For each charge they received a PR bond. Others on immediate and early release went back to their self-destructive behaviors, living chaotic and dangerous lives and relapsing because they were not prepared. As a result, one individual died in a house fire, and another was killed in a shootout with the police. Relapses among individuals who battle with drug addiction have increased sharply, and while these are particularly

challenging times for all of us, for them its exceptionally destabilizing. In the absence of access to rehab facilities in the State of Colorado, which is a real problem needing to be addressed, being in jail is a Godsend. It provides them a roof over their head, daily structure, access to treatment, and most importantly prevents access to illegal drugs. We hope and pray that 2021 will bring back some normalcy for all of us, especially to those within this segment of society which will result in fewer crimes, relapses, and deaths. We also pray for our leaders to think holistically and reflect deeply on their policy decisions

before making them. Often with best intentions, rushed decisions lead to further devastation. In closing I also speak on behalf of all the volunteers out there who go to jails and prisons, that we hope to be able to return to those institutions sooner rather than later to offer our guidance and support to those incarcerated needing Gods Word.

John Widmer
Pastor-Mercy Care Ministries
Our Savior Lutheran Church

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Photo courtesy George Hunyadi

October 15, 2020

Expect respect: working to end patterns of violence

By Ashley Wilson
Rise Above Violence

“Domestic violence is a pattern of coercive, controlling behavior that can include physical abuse, emotional or psychological abuse, sexual abuse or financial abuse (using money and financial tools to exert control). Some abusers are able to exert complete control over a victim’s every action without ever using physical violence or only using subtle threats of violence. All types of abuse are devastating to victims.

“Domestic violence is a pervasive, life-threatening crime that affects millions of individuals across the United States regardless of age, economic status, race, sexual orientation, gender identity, religion, ability, or education level.” — National Network to End Domestic Violence.

Rise Above Violence provides services to victims and survivors of domestic violence and sexual assault ranging from crisis services, help with housing, legal advocacy and individual support. This is a majority of the services we provide, but we recognize that prevention work helps get to the root of the problem to ultimately begin to end patterns of violence. This is why Rise works hard in our youth violence prevention programs to teach about healthy relationships.

#1 Thing we can all do is model healthy relationships for our youth. We hope that children who don’t have healthy relationships modeled at home have great examples in their

communities.

Part of the youth violence prevention is to contrast what healthy relationships look like versus unhealthy relationships.

Signs of a healthy relationship

From Healthychildren.org:

- Respecting each other.
- Knowing that you make each other better people.
- Sharing common interests, but having outside friends and activities, too.

- Settling disagreements peacefully and with respect.

‘Red flags’ of unhealthy relationships

From <https://nnedv.org>:

- Early in the relationship flatters you constantly and seems “too good to be true.”

- Wants you all to him or herself; insists that you stop spending time with your friends or family.

- Insists that you stop participating in hobbies or activities, quit school or quit your job.

- Does not honor your boundaries.

- Is excessively jealous and accuses you of being unfaithful.

- Wants to know where you are all of the time and frequently calls, emails and texts you throughout the day.

- Criticizes or puts you down; says you are crazy, stupid and/or fat/unattractive, or that no one else would

ever want or love you.

- Takes no responsibility for his or her behavior and blames others.

- Has a history of abusing others.

- Blames the entire failure of previous relationships on his or her former partner; for example, “My ex was totally crazy.”

- Rages out of control with you, but can maintain composure around others.

If you are experiencing the red flags, you are not alone — there is help 24/7. Please call 264-9075.

Part of bringing awareness about domestic violence is sharing the statistics and information that help you identify violence in your own relationship or the relationship of others; it is also celebrating the healthy relationships. This week, we will be sharing on our Facebook and Instagram pages tips to keep relationships healthy in times of stress. Follow us on Facebook and Instagram.

Rise Above Violence is a 501(c)(3) nonprofit that provides 24-hour support and advocacy services for victims of domestic violence and sexual assault or other forms of violence, serving more than 300 victims each year. Rise also works to eliminate violence through education for youth and our community. All programs and services are free and confidential, including emergency prevention education and empowerment programs. Visit www.riseaboveviolence.org for more information or call 264-9075 to talk to an advocate today.



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Literary Ladies will discuss Michelle Obama’s book

By Marilyn Stroud
Literary Ladies

Michelle Obama’s autobiography, “Becoming,” will be reviewed by the Literary Ladies book club on Friday, Oct. 23, at the Pagosa Lakes Property Owners Association clubhouse from 10 a.m. to noon.

In “Becoming,” Obama discusses her growing up in a cramped apartment on the south side of Chicago with her parents and brother. She

was encouraged by her parents to excel, work hard, laugh and was a recipient of an academic scholarship to Princeton and Harvard University, where she majored in law. Upon graduation from Harvard, she worked for an attorney, where she met her husband, Barack Obama. Professionally in Chicago, she worked in the mayor’s office, the University of Chicago and also the medical center of the university.

In “Becoming,” she reveals her

experiences living in the White House, raising her daughters and international travel as the wife of the president. The book is available at our Pagosa library.

Because of the COVID-19 virus, we would appreciate your notifying the club secretary via email as to your attending this interesting discussion about Michelle Obama’s life. Please email Marilyn Stroud at bakestroud@aol.com by Monday, Oct. 19.

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Not so neat and tidy

By **Betty Slade**
PREVIEW Columnist

Every once in a while I look around the house and ask, "How did everything get so messy? I thought I had just cleaned that."

Among friends and family, things can also get out of shape, especially when someone is out of control. It doesn't matter where we are in life, things can always get messy.

A writer friend said at our writers' group, "We need to do some housekeeping."

While that sounds like a simple way of solving a problem, some things are not so neat and tidy.

A few weeks ago, our writers' group decided to allow those with interest to move back to our usual meeting space. An online and in-person format would allow the group to operate in a safe manner based on the individual preference of the attendee. Unfortunately, the flexibility came at a price. People showed up late while those on Zoom were left to wait.

Online, we controlled who entered the virtual meeting with the click of a button. If late, you were not admitted. In person, it's a different story entirely. Have you ever tried to wrestle someone away from a doughnut at a coffee bar?

While some patiently wait for activities to begin, others catch up with what's been happening around town. In retrospect, few noticed how their lack of awareness infringes on those around them. This is probably magnified when people are separated, personally from virtual.

When our writers' group decided to operate out of multiple locations, the leadership team tried to think through any potential hiccups. But, just like a messy house, you don't notice there is a problem when there is just one dirty dish in the sink.

And so, it goes on with the home front. Just because family is family, it doesn't mean there aren't the occasional cobwebs to clear or clutter to put away. Call it enabling or too much love. If left unchecked, it can become a larger than life problem.

Yes, even family has to be held to the light. It is easy enough not to have certain conversations, to let things lie. But, ignore them and they will enorge you.

So, how do we clean up all of the messes around us? One piece at a time. But, it doesn't stop there. In order to understand the true make and build of a problem, we have to bring every piece of the puzzle to the middle of the room.

I'd submit to you that there are times when I needed to create a bigger mess in order to get a deeper clean. Sometimes I've had to create

Artist's Lane

Betty Slade



a cloud of dust if it means sweeping out the very corners of a closet.

Once the dust settles, we have a better view of what needs to stay and what needs to go.

It's hard to reckon with a problem when all you see is the problem. Take it apart and you know what it's made of, how it got there.

In a dirty house, we roll up our sleeves, pull out the cleaning supplies and start scrubbing. With

■ See Lane on next page

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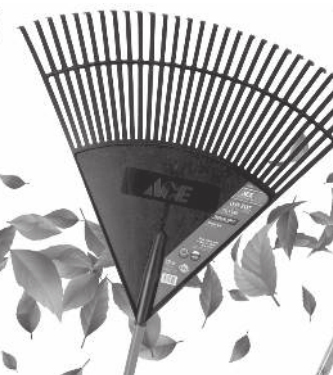
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New programs for disabled adults: Aspen House/ Aspen Services extends services in Pagosa Springs

By Nathan Mueller
Aspen House/Aspen Services

Aspen House/Aspen Services (AH/AS) is expanding programs and services to help disabled adults develop new life skills.

AH/AS is committed to supporting adults with disabilities in Pagosa Springs through housing, transportation and job/life skills training. Two initiatives have been recently launched by the nonprofit.

The first initiative does an excellent job in supporting disabled adults and the environment. The

new recycling program will be focused on recycling laptops. The program will teach job skills to the young adults and prepare them for life after high school. The recycling program will also provide a place for the community to dispose of laptops, reducing the electronic waste going to the landfill.

"I'm excited to see all the benefits that can come from this one program; helping disabled adults, caring for the environment and Pagosa residents getting electronic recycling," said board member Cyndi Carr.

The second initiative relates to

AH/AS taking over PS FroYo. The goal with expanding operations is to make it a year-round business so adults with disabilities can be supported outside of summer months. It is another place to teach job skills and provide funding to the organization.

About AH/AS

Mission: To cultivate an environment of success for adults with developmental disabilities and their community.

Visit us at aspenhousepagosa.org or call us at 398-1636 for further information.

Safe and effective ways to clean up leaves

Special to The PREVIEW

Removing leaves from the yard is a task that homeowners must perform each fall. Thousands upon thousands of leaves can drop from a single tree. Multiply that by the number of trees on a property, and it's no surprise the task of leaf cleanup can seem so daunting. Furthermore, not all leaves are shed at the same time, so several cleanup sessions may be necessary before the last leaf is banished from the yard.

Just like removing snow, leaf cleanup can be a taxing job if done by hand. For people unaccustomed to exercise, cleaning up leaves can turn into quite a workout. According to the Discovery Health Calorie Counter, raking leaves for one hour can burn nearly 292 calories. Shoulders and arms will feel the

burn. Raking leaves is considered moderate physical activity, similar to brisk walking. Those who find themselves straining or out of breath should take a break, and these tips also make the job safer and easier:

- Wear layers when cleaning up leaves. It may be cool at first, but it's easy to work up a sweat after raking for awhile. Layers can be peeled off so as not to get overheated or risk hypothermia from sweating in chilly temps.

- Pay attention to your posture while raking. James Weinstein, chairman of the Department of Orthopedics at Dartmouth Medical School, recommended forming a wide base with the feet and holding the rake slightly toward the end of the handle with one hand three-quarters of the way down the handle from

the other. Do not twist the spine; move your entire body. Avoid overuse of muscles on one side of the body by switching sides periodically.

- Do not try to rake or blow leaves on windy days. Wind will only make the task that much more difficult, which could lead to overworking oneself.

- Avoid overfilling bags. For those who plan to mulch and bag leaves, remember that compressed leaves can get heavy pretty quickly. Do not overfill bags, as they can be hard to move or bring to a recycling center.

Using a leaf blower to push leaves into piles will reduce the strenuousness of the task, but leaf blowers can be heavy and noisy and gas-powered blowers can produce a considerable amount of exhaust.

Lane

■ continued from previous page

people, it's not much different. There are relationships that need to be scrubbed and some that simply need to be repurposed or repositioned.

Final brushstroke: This week, I saw God work in a miraculous way. I saw things in both my professional and personal life that needed to be looked at. I saw where confusion chipped away at clarity and began to blind order. Thank-

fully, God grants us the sight to see the clutter around us.

Readers' comments

Send your comments to betty@bettyslade.com.

Community news.

The Pagosa Springs SUN
264-2100



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Photo courtesy John M. Motter

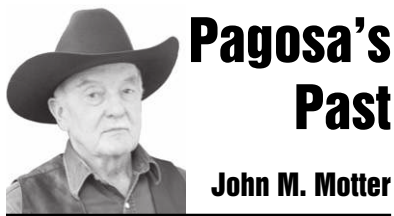
Shown here is a pre-1900 photo of the Pagosa Hot Springs.

Pagosa Springs: a hot springs haven

A Silverton newspaper reporter visited the Pagosa hot springs during March of 1879 and left the following report for posterity. We continue with his report where we left off last week.

Public accommodations at the hot springs were nonexistent, because the springs were owned by the federal government. No action had yet been taken by the government on the many claims filed for ownership. Visitors and health seekers desiring to use the waters were left to their own devices. Either they obtained permission to use one of the private bath houses or they mimicked the Native Americans and bathed in one of the small seeps that surrounded the main spring.

Residents developed a unique



Pagosa's Past

John M. Motter

system for bathing in the 142-degree water. Each family had its own bath house, no doubt a blessing in a town with no central water system. Daisy Opdyke Fitzhugh, who as a small girl arrived with her family at Pagosa Springs in 1879, recalled the bathing routine many years later.

"We would go out in the morning and fill the large built-in wooden tub and by afternoon, the water would be cool enough to take a

bath. Then, when we were through bathing, we would empty the tub, lock the door and it would be ready for the next time."

Another visitor during those years, a writer who thought there might be more bath houses than people in Pagosa Springs, gave this report of his experience near the hot springs.

"In our search for knowledge and while rambling around the great springs, we accosted one whom we supposed to be a citizen, but who proved to be a stranger. We approached and politely requested to know what was the principle occupation of the people of Pagosa. Quick as thought, while casting an eye at the scores of bath houses, came the reply. 'Bathing! By ----- sir.'"



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A random act of kindness

By Jan Davis
Special to The PREVIEW

Glynn scanned the street from his living room window before the florist van pulled into the driveway. Every Sunday like clockwork, the driver delivered a boutonniere. No card or hint as to the benefactor.

Glynn awaited the arrival of the intricate piece of art before he selected the rest of his attire. Suit, shirt and tie accentuated the tiny flower pinned to his lapel.

Money was too tight as the pastor of a small Pentecostal church in rural Oklahoma to indulge in such niceties as boutonnieres. But, oh how Glynn loved them. His taste often succeeded his pocketbook and this small gift boosted his spirit and encouraged him to keep doing God's work.

He stood at the pulpit and scanned the small congregation and tried to guess the source of this gracious act. The list consisted of a conglomeration of farmers, ranchers and young suburban families. Like the pastor, they struggled to make ends meet.

Farmers and ranchers depended on the weather and prices received from cattle or crops to sustain them from year to year. They created their budget at the start of each year and made quarterly withdrawals. In a rough year, bank loans kept them fluid until after harvest, or cattle were rounded up and sold. Their tithes fluctuated with the unpredictable weather.

Farmers didn't appreciate flowers and such. They preferred steak and potatoes and often invited their pastor to Sunday dinner — an invitation Glynn seldom turned down.

Those with young families worked two jobs to meet the demands of growing children. They lived paycheck to paycheck and prayed the car didn't break down or one of the kids required an emergency trip to the hospital. They were faithful in giving and God supplied their need. They loved to bless Glynn with batches of homemade cookies rather than flowers that withered and died.

He perused the morning crowd. There were a couple of wealthy members in the church, but he doubted he was the recipient of their kindness. They lived in large

A Matter of Faith

houses and drove nice cars but failed to see the dire condition of the church parsonage.

They parked close to the front door and entered with the pomp and circumstance of royalty. With smiles plastered on their faces, they waved, shook hands or nodded at members and walked down the center isle to one of the velvet-cushioned pews to claim their self-appointed reserved places each week. This was their contribution to the sanctuary.

Also, they contributed the choir robes as a "gift" with a price tag attached. The purchase guaranteed their spot in the choir, solo parts and song choices.

Glynn did not like to judge and maybe they meant well, but he couldn't see them spending money on something so small. They relished large and expensive objects. The baby grand off to his right confirmed his opinion of their generosity.

He may never find out who blessed him on Sunday mornings with a random act of kindness, but he sure wanted to.

A smile crept across Cheryl's face as Pastor Glynn walked to the pulpit. A small yellow rose rested on the lapel of his suit coat. The shirt and tie blended well with the soft pastel petals.

A few months earlier, a silly idea popped into her head. Surprise her pastor with a boutonniere on Sunday. She recruited her friend at the flower shop to help.

Cheryl and her husband lived in a modest home in a neighborhood of tract homes. They worked hard to provide for their young children and struggled like their friends from paycheck to paycheck.

Cheryl worked at the elementary school as a cook and, on

weekends, she manned the counter at MacDonald's. At the end of the week, she gathered up loose change and drove to the florist before the shop closed on Saturday. She didn't want to leave a paper trail and never signed the card. A generous act of kindness concealed from the world, but not from God.

She heard the pastor ask others for hints, even asked her once. She simply smiled. "A secret is a secret."

Years passed and without fail, the little flower appeared. The person responsible for this intentional act of kindness remained nameless long after Glynn accepted a position out of state.

"Verily I say unto you, that this poor widow hath cast more in than all they which have cast into the treasury." — Mark 12:43 (NKJV).

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UUs to host visiting minister

By **Pauline Benetti**
Pagosa UU Fellowship

The Pagosa Unitarian Universalist Fellowship has become quite adept at providing virtual continuity for members and friends in a variety of ways during these months of hiatus since our last actual gathering. Continuity comes through abbreviated services, coffee talks and small group meetings, all in virtual community.

On Sunday, Oct. 25, at 10 a.m., our fellowship will host a visiting

minister, the Rev. Christine Robinson, minister emerita, retired after serving 29 years as senior minister of First Unitarian Church in Albuquerque, N.M. Robinson met with us last in person in February.

Given the virtual nature of our service now, our meeting will be different; however, we know that her message will be timely and thought provoking. Join us.

Zoom meeting: <https://us-02web.zoom.us/j/88284380641?pwd=ZnAycGppOUdZTVlJMlRYVGV6OVdQdz09>, telephone: (346)

248-7799, meeting ID: 882 8438 0641, password: 059944.

Our fellowship offers each individual support in our unique spiritual path and an opportunity to participate in positive social and environmental action. We welcome diversity and invite everyone to share in our faith community.

Religious Exploration (RE) classes have been temporarily canceled due to COVID-19. For more information about RE, contact Anna Ramirez at afrancis@hotmail.com.

Sunday devotionals offered by the Baha'i Faith

By **Paulette Heber**
Baha'i Community of Archuleta County

The Baha'i Community of Archuleta County hosts weekly devotionals every Sunday morning from 10 to 10:30 a.m. via Zoom. All are welcome.

Zoom link: <https://zoom.us/j/884668836?pwd=bkdEeVlaSWN0bFRMdFhidXpzWjV5Zz09>, call-in number: (669) 900-6833, meeting ID: 884 668 836.

A weekly theme is reflected in the prayers, music, poetry and selections from world religions and various sources. All are encouraged to contribute inspirational pieces. This Sunday, Oct. 18, our theme is children and family.

"The education and training of children is among the most meritorious acts of humankind and draweth down the grace and favour of the All-Merciful, for education is the indispensable foundation of

all human excellence and alloweth man to work his way to the heights of abiding glory."—Abdu'l Baha.

The Baha'i Faith is a world religion whose purpose is to unite all people of the world in one universal cause, one common faith.

To learn more about the Baha'i Faith, please visit the official international website of the Baha'i Faith at www.bahai.org. Our local contact is archuletabahais@gmail.com.

New Thought topic: 'Beyond the Box: Moving Through Obstacles to Being Unlimited'

By **Lisa Burnson**
New Thought Center
for Inspirational Living

"We have within us a power which is greater than anything, a power that can overcome every obstacle and set us safe, satisfied, at peace, healed and prosperous. If God is for us, who can be against us?" — Dr. Ernest Holmes.

All are welcome to join New Thought Center for Inspirational

Living this Sunday, Oct. 18, at 10 a.m. for our presentation: "Beyond The Box: Moving Through Obstacles to Being Unlimited." We will be discussing strategies to handle adversity. Our speaker will be Elaine Harding, Ph.D., author of "Be Authentic: Three Keys To Unlock Your True Potential."

We will have spirited live music.

Upcoming events

Meditation Circle is held each

Wednesday at 6 p.m. All are welcome.

Band practice is every Tuesday evening. We welcome musicians and singers to join our band.

The Masquerade Party will be Oct. 30, 7 to 10 p.m. Bob Hemenger and The Retro Cats will be playing live. Appetizers and drinks will be available for purchase. Silent auction donations are welcome.

■ See Topic on next page

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Free books for 4-year-olds plus spook-tacular creations

By Carole Howard
PREVIEW Columnist, and the library staff

For the ninth year, libraries across Colorado are giving a free paperback book to every 4-year-old in the state from now until Oct. 25 as part of a special family literacy project.

Some 75,000 copies of “The Little Red Fort” written by Brenda Maier and illustrated by Sonia Sanchez are being distributed to children statewide at local libraries, including at your Sisson Library, in either English or Spanish. The book features Ruby, who finds some old boards and decides to build a fort. Her brothers make fun of her, saying she doesn’t know how to build. “Then I’ll learn,” says Ruby. And she does.

With a lively text and delightful drawings, “The Little Red Fort” is a fun read for kids and their parents — and an inspiration for all youngsters who love to say, “I can

Library News

do it myself.”

To add to the festivities, we also will be celebrating with some “forts” set up in the library’s garden, if the weather cooperates, for kids to read in.

The goal of this One Book Colorado program is to encourage families to read together every day and add new books to home libraries to ensure school readiness.

Please come by the library or attend any program and pick up this free book for your 4-year-old youngster. Better yet, bring them in to pick up their books and see the opportunities for fun and learning that are available free at your library.

■ See Library on next page

Topic

■ continued from previous page

Please call 309-6067 for ticket information.

There will be a 4T Prosperity Class beginning in November. There will be day and evening classes, and participation by phone will be available in order to accommodate all who are interested. Date and time to be determined. Call/text 309-6067 for more information.

Library

New Thought Center has a large library of inspirational and spiritual books. To borrow or donate a book, please come to the New Thought Center prior to Sunday service or Meditation Circle.

About us

The New Thought Center promotes living a spiritually centered life, and promotes the philosophies of Centers for Spiritual Living and Agape Centers. New Thought honors all lifestyles, cultures and religious paths to the divine.

We welcome local talents to share gifts, aptitudes and knowledge. Participate, learn or contribute your insights, beliefs, knowledge and skills.

New Thought events are held at 3505 W. U.S. 160, on the second floor of Best Western Lodge (elevator available).

Request prayer treatment or obtain information by joining us; emailing pagosacommunitynewthought@gmail.com; mailing P.O. Box 1052, Pagosa Springs, CO 81147; or calling 309-6067. Find us on Facebook (Pagosa Community of New Thought) or YouTube (Pagosa New Thought Channel).

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Library

■ continued from previous page

Spook-tacular creations

Starting today, Thursday, Oct. 15, we invite you to take part in creating some spooky temporary community art until Oct. 31. Projects will be set up outside the library with instructions.

DIY craft takeaway

Drop by your library for free DIY craft takeaways for youngsters age 10 and older. Just pick up a packet outside the library and follow the instructions.

Calling all teens

If you enjoy reading books, learning new skills and helping your community, we hope you will sign up to volunteer at your library. You'll be invited to write book reviews, make artwork for the teen area, help plan new programs, judge our pumpkin-decorating contest, prepare crafts for kids' programs and help keep the library organized.

Please stop by the library or apply online.

In-person gaming

Free in-person gaming on the Xbox 360 Kinect for all ages has resumed on Fridays. Please join us on Oct. 16 from 2 to 3 p.m.

Due to COVID concerns, we are only allowing a maximum of four participants in the gaming room. Masks must be worn and social distancing maintained at all times.

Voter registration tutorial

Are you registered to vote? Do you know how to review your voter registration or update information to ensure you are eligible to vote? You can view an informative tutorial about these vital topics

on the library's website at <https://pagosalibrary.org/election-2020/>.

Adult DIY on Facebook

A free fall-themed DIY event offers some crafty ideas of how to create several fall-themed decorations. If you have a Facebook account, log in to Facebook and search for the Ruby Sisson Memorial Library. If you don't have a Facebook account, access the page by visiting our website and clicking the Facebook icon (a lowercase f) in the upper left-hand corner of the screen. Or, contact us and we can send you a direct link.

New Storywalk for kids

Every other Thursday, Josie posts signs outside the library that follow the sidewalk up towards the elementary school detailing a new free Storywalk for kids. The Oct. 8-21 theme is ingenuity. Get outdoors and follow the pages of a book exploring what it takes to turn an idea into reality as you stroll along. After you finish, pick up materials for a craft or activity at the library. By popular demand, Storywalks will continue until the snow makes it too difficult to proceed.

Tech Time

Make a 15- or 30-minute appointment for one of three free in-person slots available noon to 1 p.m. Tuesdays, Wednesdays and Thursdays. Brad will help one person (or one couple) at a time. If you have a Tech Time appointment on Thursday, phone from the parking lot or knock loudly on the front door to be let in.

ESL

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place Tuesdays and Thursdays from 5 to 7 p.m. by appointment. Note start time change from 4 p.m. to 5 p.m. Please register so we can keep it to a small group in our limited open spaces. No walk-ins.

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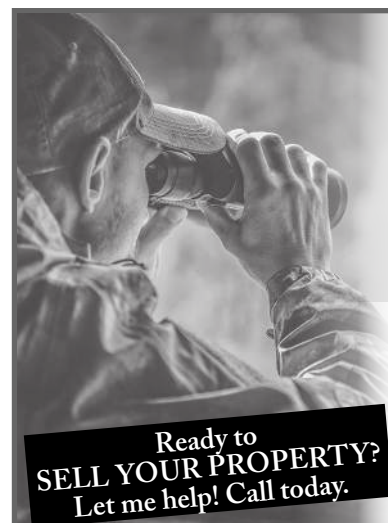
Join us on Wednesdays from 4 to 6 p.m. for Dungeons and Dragons, free for teens and young adults. Note that this fun fantasy role-playing game has moved from Zoom to Google Meet. Contact claire@pagosalibrary.org for details on how to join. If you don't have Internet access, contact us anyway — we may be able to accommodate you in the library.

Children's programs on Facebook

Every Wednesday at 10 a.m. and Saturday at 2:30 p.m., join us on the library's Facebook page for free children's programs. Wednesday storytimes are on Facebook Live, so if you go to Facebook at 10 a.m., you can interact with Josie. Saturday's Discovery Times — with games, art ideas, science experiments, history and more — are prerecorded.

If you have a Facebook account, log in to Facebook and search for the Ruby Sisson Memorial Library. If you don't have a Facebook account, access the page by visiting our website and clicking the Facebook icon (a lowercase f) in the upper left-hand corner of the screen. Or, contact us and we can send you a direct link.

■ See Library on next page



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⊙ * ✱ ☼ ☽ ☿ ♁ ♂ ♀ ♃ ♆ ♇ ♈ ♉ ♊ ♋ ♌ ♍ ♎ ♏ ♐ ♑ ♒ ♓

CRYPTO FUN

☼ ☽ ☿ ♁ ♂ ♀ ♃ ♆ ♇ ♈ ♉ ♊ ♋ ♌ ♍ ♎ ♏ ♐ ♑ ♒ ♓ +

Determine the code to reveal the answer!

Solve the code to discover words related to scary films.
Each number corresponds to a letter.
(Hint: 22 = A)

A. 1 22 10 17 13 24 16

Clue: *Frequented by ghosts*

B. 26 22 23 24 19 24 17 13

Clue: *Room below the house*

C. 5 1 22 4 17 23 22 25

Clue: *Cuts wood*

D. 5 1 22 23 24

Clue: *Follow quickly*

Answers: A. haunted B. basement C. chainsaw D. chase

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Library

■ continued from previous page

Tax lien information

To watch a video of the Archuleta County Treasurer's Office Oct. 1 presentation on what a tax lien is and how to get started on investing in them if you want to do so, go to our website at <https://pagosalibrary.org/adult-services/>.

Adult learning classes will resume in November

GED classes plus HiSet, CDL and other free in-person tutoring from Mark are suspended for October and will resume in November.

Summary of our partial reopening

• We're now open on Thursdays from 1 to 7 p.m., with 1 to 2 p.m. reserved for seniors and higher-risk populations.

• Other hours: Mondays, Tuesdays, Wednesdays and Fridays: 10 a.m. to 3 p.m. with 9 a.m. to 10 a.m. for seniors and higher-risk populations. Saturdays: 10 a.m. to 2 p.m. Sundays: closed.

• We are accepting meeting room reservations for small groups, with library programs having first dibs on the rooms for our programs. In addition, you can schedule only so far out, usually two weeks to a month, depending on where we are in the month.

• Up to 30 patrons at a time can come into the building.

• Hand sanitizers are available and there will be frequent cleanings inside the building throughout the day. Please practice social distancing and wear facial coverings while you are in the building. If you don't have a mask, we are happy to give one to you.

• Nine computers are available. In most cases, computer usage will be allowed for three hours per day. Staff will clean and disinfect the

computers between uses.

• One early literacy computer is available for youngsters Monday through Saturday.

• For those not comfortable coming into the building or unable to wear a mask, curbside service continues Monday through Friday from 9 a.m. to 3 p.m. except for Thursdays, when it's available from 9 a.m. to 7 p.m., and on Saturday from 10 a.m. to 2 p.m. Phone 264-2209 when you are in the parking lot so staff can bring the items out for you. If you put a hold on something, please wait for your usual alert (email, phone call or text) before coming to pick it up.

• You now can drop your returns of books, CDs and DVDs in the drop box at City Market, as well as in the drop box at the library. No donations in the City Market box, please.

• Notary service is available during open hours on Monday, Tuesday, Wednesday and Saturday. The cost is \$5 per notary.

• You can place holds on items from other libraries. They are in different stages of reopening, so items may take longer than usual.

• We're happy to provide tech help in person or over the phone for our online resources.

Short fiction

"Unrestricted Access" by James Rollins is an anthology of 12 short stories, including a new novella never before published.

Novels

"The Return" by Nicholas Sparks is the story of an injured Navy doctor and two women whose secrets will change his life. "The Archive of the Forgotten" by A.J. Hackwith is a Hell's Library fantasy adventure. "Magic Lessons" by Alice Hoffman is the sequel to "Practical Magic." "Troubles in Paradise" by Elin Hilderbrand is the final book

in the Paradise trilogy. "Daughter of Black Lake" by Cathy Marie Buchanan follows a family facing an unimaginable trial in a world of pagan traditions.

CDs

"Anxious People" by Fredrik Blackman is the story of a crime that never took place. "All the Devils Are Here" by Louise Penny is a Chief Inspector Gamache mystery. "Shadows in Death" by J.D. Robb is a Lt. Eve Dallas mystery. "The Darkest Evening" by Ann Cleeves begins when a toddler is found alone in a car in a snowstorm. "Older" by Pamela Redmond is the sequel to "Younger," the hit TV series. "The Invention of Sound" by Chuck Palahniuk exposes the violence beneath Hollywood's glamorous façade. "One By One" by Ruth Ware is a mystery set in a snowed-in ski chalet in the French Alps.

■ See Library on next page

ARE YOU PLANNING YOUR REMODEL?



If you're planning a remodel be sure to check our design showroom to see the new arrivals and latest styles coming in this fall!

Check Out Great Deals In These Great Areas!

New Woods • New Granites • New Tiles • Closeout Tiles & Much More!

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Pre-registration is highly recommended for a Tour Start time

please visit our website www.Archuleta.Extension.Colostate.edu or our Facebook page "ArchuletaCounty4H" for registration link.

Social Distancing and Safety Measures will be in place, please refer to registration link.

Learn more about 4-H by touring our buildings and seeing all the projects we have to offer



- Alpacas*
- Cake Decorating
- Cat Project*
- Scrapbooking
- Clothing Construction
- Dog Obedience
- Horse
- Livestock
- Cooking
- Gardening
- Wildlife Conservation
- Woodworking
- Rabbits & Chickens
- Rocketry
- Fishing ... And MORE!

*Do not need to own animal to participate.



If you would like a personal appointment, call Becky @ 970-264-8423 to schedule



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right behind Boss Hogg's Restaurant

Senior Center's temporary dining room closure continues

By Cheryl Wilkinson
PREVIEW Columnist

The Pagosa Springs Senior Center is continuing its temporary closing of the congregate dining room due to coronavirus concerns.

In order to continue providing meals, we are offering take-out hot meals and a salad with a drive-up option under the portico at the Ross Aragon Community Center.

These meals will be available Monday through Friday between 11 a.m. and 1 p.m. There is a \$4 suggested donation for lunch for those age 60 and better. If you need to have your meal delivered, please call 264-2167 to see if this option is available in your area.

The cost per meal for the public age 59 and under is \$8.50. The meals include a salad, hot meal, drink and dessert or bread.

Please call 264-2167 to make a reservation for pickup. We are also continuing our Meals on Wheels program.

There will be no games, classes, or presentations during this time. The staff will be available by phone. If you need to speak to a staff member, please call 264-2167.

The Community Café menu

Thursday, Oct. 15 — Mediter-



ranean tuna salad sandwich, hummus, milk, salad and pumpkin roll.

Friday, Oct. 16 — Shrimp Alfredo with noodles, asparagus, milk, salad and tiramisu.

Monday, Oct. 19 — Enchilada suizas, charro beans, rice, salad, milk and dessert.

Tuesday, Oct. 20 — Mongolian beef, fried rice, milk, salad and peanut butter cookies.

Wednesday, Oct. 21 — Pork chop with apple chutney, German potato salad, green beans, milk, salad and chocolate cake.

Thursday, Oct. 22 — Curry chicken salad sandwich, cucumber soup, milk, salad and pumpkin roll.

For your convenience, you can make your reservations in advance or have a standing reservation on days you know you will always pick up. Please cancel if you cannot attend on your standing reservation days. We want to thank everyone for their support by observing our reservation policy. This helps ensure that everyone with reser-

vations receives a meal and enables us to provide additional and healthier meals.

Due to COVID-19, food supplies have been affected. Substitutions will be made accordingly.

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FORWARD THINKING FORWARD PROGRESS



Natalie Woodruff, Archuleta County Commissioner
Ronnie Maez and Elsa White

**Natalie Woodruff
and Elsa White
strongly recommend
re-electing
Ronnie Maez
County Commissioner
District 2**

EXPERIENCE

These are just some accomplishments during my first term as county commissioner

Roads — Full reclamation of 6 miles of county roads with paving or lithification: 2 miles Trujillo Road, .5 mile Lake Forest Circle, 1 mile Trails Boulevard, 1.3 miles Piedra Road to Cloud Cap, .1 mile Piedra Backswing to Golf, .1 mile East Golf, .1 mile Backswing to Caddy Circle, .25 mile Masters Circle

Detention facility built
Sheriff's office completed

34 workforce housing units under construction
Department of Human Services office under construction

Moving forward to build courthouse
Broadband — Continuing support of making progress to strengthen connectivity in Archuleta County

And much more

As your county commissioner, I am available 24/7, (970) 903-0546

Volunteer Experience: Pagosa Fire Protection District board of directors 8 years, volunteer firefighter 11 years, Archuleta County Fair Board, Firefighter's Pension Fund Board, Archuleta County School District Accountability Committee, Town of Pagosa Springs Planning Commission.

I am asking for your support and the privilege to serve you another four years.

VOTE ★ ★ ★ ★ ★ RONNIE MAEZ

incumbent for county commissioner district 2



Paid for by the Committee to Elect Ronnie Maez

Library

■ continued from previous page

Nonfiction

"Ten Lessons for a Post-Pandemic World" is written by Fareed Zakaria, CNN's world affairs expert. "Is This Anything?" by Jerry Seinfeld is an autobiography told through the comedian's jokes. "I Have Something To Tell You" by Chasten Buttigieg is the memoir by the husband of former Democratic presidential candidate Pete Buttigieg. "One Vote Away" by Ted Cruz explores how a single Supreme Court seat can change history.

Downloadable e-books and audiobooks

We have a wide variety of downloadable e-books and downloadable audio books for patrons of all ages — children, tweens, teens and adults. Using cloudLibrary, you can download a book to read or an audio book to listen to. The items in cloudLibrary are purchased separately from physical items, so the books available are different — and it continues to use the consortium's contributions, not just those that we bought. That is why you need to select AspenCat Union Catalog when setting up cloudLibrary for

use. Please email or phone us at 264-2209 if you need our help setting up this service on your device.

Donations

We are grateful for the generous monetary donation from Susan and Terry Arrington. Please put your material donations into the drop box at the library — not at City Market, which is reserved for returns. Donations will undergo the same rigorous three-day quarantine process as returns.

Quotable quote

"We can destroy ourselves by cynicism and disillusion just as effectively as by bombs." — Kenneth Clark (1903-1983), British art historian, museum director and TV broadcaster who in 1969 created "Civilisation," the first color TV series about the arts that was broadcast in Britain and around the world.

Website

For more information on library books, services and programs — and to reserve books, e-books, CDs and DVDs from the comfort of your home — please visit our website at pagosalibrary.org.

Preview Calendar

All events listed in *The PREVIEW Calendar* are free of charge unless otherwise noted.

Thursday, Oct. 15

Sen. Bennet Office Time. Sen. Bennet's office will now be offering office time to Archuleta County residents. Meetings will be with Janet Wolf. If you have a question or concern about any federal issue such as Veterans Affairs, the IRS or Social Security administrations or another agency, you are encour-

aged to contact Janet and schedule an appointment. Janet can be reached at janet_wolf@bennet.senate.gov or 259-1710. Please include your name, address, phone number and issue you would like to discuss.

Loaves and Fishes Free Community Lunch. 11:30 a.m.-1 p.m., Parish Hall, Lewis Street. Due to the COVID-19 threat, Loaves and Fishes will continue to offer meals to the community as takeout only. There will be no sit-down service. Guests

should come to the front doors of the Parish Hall, where they can pick up meals to go. This practice will continue until further notice.

Tech Time by Appointment. Noon-1 p.m., Sisson Library. Make an appointment for one of three slots available. Brad will help one person or one couple at a time. Call 264-2209 to make an appointment or for more information.

English as a Second Language by Appointment. 5-7 p.m., Sisson Li-
See Calendar on next page

HUD Publisher's Notice



EQUAL HOUSING OPPORTUNITY

All real estate advertising in this newspaper is subject to the Fair Housing act which makes it illegal to advertise "any preference limitation or discrimination based on race, color, religion, sex, handicap, familial status, or national origin, or an intention, to make such preference, limitation or discrimination." Familial status includes children under the age of 18 living with parents or legal custodians, pregnant women and people securing custody of children under 18.

This newspaper will not knowingly accept any advertising for real estate which is in violation of the law. Our readers are hereby informed that all dwellings advertised in this newspaper are available on an equal opportunity basis. To complain of discrimination call HUD toll-free at 1-800-669-9777. The toll-free number for the hearing impaired is 1-800-927-9275.

LEADERSHIP • COMMUNICATION • ACCOUNTABILITY

Vote NATALIE CARPENTER for County Commissioner



A VOICE FOR ALL OF ARCHULETA COUNTY

As commissioner, I will represent the diverse voices of Archuleta County as a **qualified leader**. I will bring my skills and training to the job to communicate and **share information**, including updating residents about county business.

Our county needs a commissioner who will support the board and staff in **strong decision-making** based on LISTENING to residents and finding **creative solutions** for the long-term health of our county.

We all have stories that brought us to this amazing place.

My story in Pagosa began 27 years ago. For others, it may have been last year or 10 years ago or the day they were born here. Together, we are all residents who choose to make Archuleta County our home.

I will be a voice for all of us, guided by decades of local volunteering, training, and professional expertise.

Our county will have \$0 in Strategic Reserve and \$0 of property taxes allocated for roads in the 2021 budget. Can you guess why?

While my opponent touts the Detention Center (jail) as an accomplishment that "had to be done," the reality is that other less-expensive plans and alternate funding options were ignored before a hasty decision was made that bypassed the will of the voters without public participation, resulting in an over-budget project at the expense of our roads and future county finances.

Where is the public communication from board chair Ronnie Maez? (hint: it doesn't exist)

I will re-build trust with the community by working with fellow commissioners and staff to find a way to repair the county's financial mess. I'll be transparent with how we're moving funds and available to listen to residents. I'll provide meeting summaries that include how each of us voted on decisions. I'll provide ways for residents to interact and share ideas when they can't attend live meetings.

WHO ELSE IS RUNNING?

DISTRICT 1

Warren Brown
Republican

Clifford Lucero
Unaffiliated

Matt Witt
Unaffiliated

You may vote for 2 candidates, one from each district.

No matter where you live in the county or what district you reside in, you will have the option to choose one candidate from each of the two districts up for election.

DISTRICT 2

Natalie Carpenter
Unaffiliated

Ron Maez
Republican

For \$72,000 per year, let's make sure our commissioners have the right skills and professional experience.

Natalie is the BEST candidate for the job!

CONNECT WITH NATALIE

WEBSITE VoteNat.com	EMAIL VoteNat2020@gmail.com
VOICE/TEXT 970.447.2747	SOCIAL Facebook.com/VoteNat

Natalie Carpenter, age 49
Self-employed Systems Engineer, mother of three,
community volunteer and 27-year resident of Pagosa Springs.



Paid for by VoteNat.com

visit VoteNat.com to learn more about Natalie Carpenter.

Preview Calendar

■ continued from previous page

brary. Your library offers English as a second language classes. These classes are free. Call 264-2209 or email for more information and to make an appointment.

Principles Before Personalities Group of Alcoholics Anonymous. 7 p.m., Tennyson Building Event Center, 197 Navajo Trail Drive. Contact Charlotte or Ken at 903-9690 or Nate at 507-1004.

Friday, Oct. 16

HER Story. 8:30-9:30 a.m., 140 Country Center Drive, Unit 2. A women's group providing a safe, supportive space to grow and heal as you share your story. An opportunity to meet other women in your community in a peer-supported group focused on healing from trauma, abuse or violence.

Family Fridays at Four Mile Ranch. 1-4 p.m., Four Mile Ranch, 5053 County Road 200. These sessions will provide local students (target age K-4th) who might otherwise visit the ranch in the fall (via school) an opportunity to take an interpretive walk with their families. A scavenger hunt handout will be provided to students to work through as they walk with the signed loop and check off their findings. Additionally, we will provide some stations with enrichment content for the students and families to engage in. Once registered, participants will receive additional directions and cancellation policy to the ranch. All activities will respect Colorado-mandated recommendations that pertain to COVID symptom screening, mask wearing and social distancing. Visit <https://act.audubon.org/a/family-fridays-four-mile-ranch-20200925>. For more information, email Keith Bruno at kbruno@audubon.org.

Gaming. 2-3 p.m., Sisson Library. All ages. Enjoy video gaming on the Xbox 360 Kinect. Please note: Due to COVID concerns, we are only allowing a maximum of four participants in the gaming room. Masks must be worn at all times inside the library, and social distancing must be maintained throughout the program. Call 264-2209 for more information.

The Good News Club. 2-4 p.m., Pagosa Bible Church, 209 Harman Park Drive. A program for children K-6th grade. COVID mandates will be followed, including social distancing and masks. For more information or to register, go to coloradocef.org/GNC.

Saturday, Oct. 17

Discovery Time. 2:30 p.m. Facebook. For all ages. New videos are posted to Facebook each Saturday. View to explore new games, art ideas, science experiments, history, activities, and more. Call 264-2209 for more information.

Tuesday, Oct. 20

Veterans for Veterans of Archuleta County. 10 a.m., Tennyson Building Event Center, 197 Navajo Trail Drive. Veterans and associated members are invited. Social distancing is required at this time. Contact 799-8387 for more details.

Tech Time by Appointment. Noon-1 p.m., Sisson Library. Make an appointment for one of three slots available. Brad will help one person or one couple at a time. Call 264-2209 to make an appointment or for more information.

English as a Second Language by Appointment. 5-7 p.m., Sisson Library. Your library offers English as a second language classes. These classes are free. Call 264-2209 or email for more information and to make an appointment.

Community in Conversation Book Discussion Group. 5-6:30 p.m. Offering free weekly Zoom community discussions. Our purpose is to equip people with the tools they need to have meaningful conversations on difficult yet important issues. We hope to discover together some common ground, to find out what unites us rather than divides us. If you would like to participate, send an email to sarah.riehm@gmail.com.

Principles Before Personalities Group of Alcoholics Anonymous. 7 p.m., Tennyson Building Event Center, 197 Navajo Trail Drive. Contact Charlotte or Ken at 903-9690 or Nate at 507-1004.

Wednesday, Oct. 21

Kids Kare. 9:30-11:30 a.m., Pagosa Bible Church, 209 Harman Park

Drive. A program for children ages 3-5. Includes Bible time, songs, crafts, games and more. COVID mandates will be followed, including social distancing and masks. For more information or to register, go to coloradocef.org/GNC.

Family Storytime. 10 a.m. For all ages. Join us for great stories and fun songs. Wednesday storytimes are on Facebook Live, so if you go to Facebook at 10 a.m., you can interact with Josie. If you have a Facebook account, you can log in and search for the Ruby Sisson Memorial Library. If you don't have a Facebook account, you can access

the page by visiting our website and clicking the Facebook icon, or you can contact us and we can send you a link. Call 264-2209 for more information.

Tech Time by Appointment. Noon-1 p.m., Sisson Library. Make an appointment for one of three slots available. Brad will help one person or one couple at a time. Call 264-2209 to make an appointment or for more information.

Dungeons and Dragons. 4-6 p.m. Teens and young adults. Join us on Google Meet for our ongoing game. Contact claire@pagosalibrary.org for details on how to join.

Weminuche Audubon Society. 6:30 p.m. Zoom. At this month's online meeting, the chapter will host a presentation on "Adaptive Silviculture for Climate Change," an experimental project designed to determine best forest management practices in the face of a warming climate and increased fire danger. One of the trials is being conducted here on Jackson Mountain. Anyone interested is invited to join us. For a Zoom link to join the meeting, see the Events tab on our website, www.weminucheadubon.org.

■ See Calendar on next page

MEDICARE Part C and Part D

Annual Enrollment Period — Now thru Dec. 7, 2020

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- Compare plans
- Enroll in a new plan
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Marilyn will work to protect farmers and ranchers from unfair water rights legislation, to strengthen our education system, and to make our voices heard on how we want to live our lives, not be dictated to by policies and procedures which do not apply to our area.

- ✓ **PRO LAW AND ORDER**
- ✓ **PRO SECOND AMENDMENT**
- ✓ **PRO LIFE**

ADVOCATES PARENTAL RIGHTS, SCHOOL CHOICE, FISCAL RESPONSIBILITY & LOWER TAXES

PAID FOR THE ARCHULETA COUNTY REPUBLICAN CENTRAL COMMITTEE

Preview Calendar

■ continued from previous page
Thursday, Oct. 22

Sen. Bennet Office Time. Sen. Bennet's office will now be offering office time to Archuleta County residents. Meetings will be with Janet Wolf. If you have a question or concern about any federal issue such as Veterans Affairs, the IRS or Social Security administrations or another agency, you are encouraged to contact Janet and schedule an appointment. Janet can be reached at janet_wolf@bennet.senate.gov or 259-1710. Please include your name, address, phone number and issue you would like to discuss.

Rise Above Violence Coffee Talk. 9 a.m. Facebook Live. Learn more about Rise Above Violence and the current needs of survivors in our community.

Loaves and Fishes Free Community Lunch. 11:30 a.m.-1 p.m., Parish Hall, Lewis Street. Due to the COVID-19 threat, Loaves and Fishes will continue to offer meals to the community as takeout only. There will be no sit-down service. Guests should come to the front doors of the Parish Hall, where they can pick up meals to go. This practice will continue until further notice.

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Principles Before Personalities Group of Alcoholics Anonymous. 7 p.m., Tennyson Building Event Center, 197 Navajo Trail Drive. Contact Charlotte or Ken at 903-9690 or Nate at 507-1004.

Friday, Oct. 23

HER Story. 8:30-9:30 a.m., 140 Country Center Drive, Unit 2. A women's group providing a safe, supportive space to grow and heal as you share your story. An opportunity to meet other women in your community in a peer-supported group focused on healing from trauma, abuse or violence.

Literary Ladies Book Club. 10 a.m.-noon, PLPOA Vista Clubhouse. Michelle Obama's autobiography, "Becoming," will be reviewed. Because of COVID-19, we would appreciate your notifying the club secretary via email if you plan to attend. Please email Marilyn Stroud at bakestroud@aol.com by Monday, Oct. 19.

Family Fridays at Four Mile Ranch. 1-4 p.m., Four Mile Ranch, 5053

County Road 200. These sessions will provide local students (target age K-4th) who might otherwise visit the ranch in the fall (via school) an opportunity to take an interpretive walk with their families. A scavenger hunt handout will be provided to students to work through as they walk with the signed loop and check off their findings. Additionally, we will provide some stations with enrichment content for the students and families to engage in. Once registered, participants will receive additional directions and cancellation policy to the ranch. All activities will respect Colorado-mandated recommendations that pertain to COVID symptom screening, mask wearing and social distancing. Visit <https://act.audubon.org/a/family-fridays-four-mile-ranch-20200925>. For more information, email Keith Bruno at kbruno@audubon.org.

Adult DIY. 2-3 p.m. Facebook Live. Book pumpkins. Join Brad on Facebook Live for a fun and easy DIY that turns an old book into a decorative pumpkin. If you miss the live event, the video will remain available on Facebook for viewing anytime. Call 264-2209 for more information.

Gaming. 2-3 p.m., Sisson Library. For all ages. Enjoy video gaming on the Xbox 360 Kinect. Please note: Due to COVID concerns, we are only allowing a maximum of four participants in the gaming room. Masks must be worn at all times inside the library and social distancing must be maintained throughout the program. Call 264-2209 for more information.

The Good News Club. 2-4 p.m., Pagosa Bible Church, 209 Harman Park Drive. A program for children K-6th grade. COVID mandates will be followed, including social distancing and masks. For more information or to register, go to coloradocef.org/GNC.

Saturday, Oct. 24

Discovery Time. 2:30 p.m. Facebook. For all ages. New videos are posted to Facebook each Saturday. View to explore new games, art ideas, science experiments, history, activities, and more. Call 264-2209 for more information.

Monday, Oct. 26

LPEA Virtual Town Hall Meeting. 7 p.m. In recognition of National Cooperative Month, La Plata Electric Association will host a virtual town hall meeting to connect with its membership and discuss future power supply options. Members are encouraged to register in advance for the meeting. After registering, they will receive a confirmation email containing information about joining the webinar. All participants will be entered to win door prizes supporting local businesses. To

register: [https://us02web.zoom.us/webinar/register/WN_adTysrgQ4a5ao4yHyJjc2Q](https://us02web.zoom.us/join/https://us02web.zoom.us/webinar/register/WN_adTysrgQ4a5ao4yHyJjc2Q).

Submit your calendar items to editor@pagosasun.com; mail them to The Pagosa Springs SUN, P.O. Box 9, Pagosa Springs, CO 81147; or deliver them to The SUN office by noon Monday.

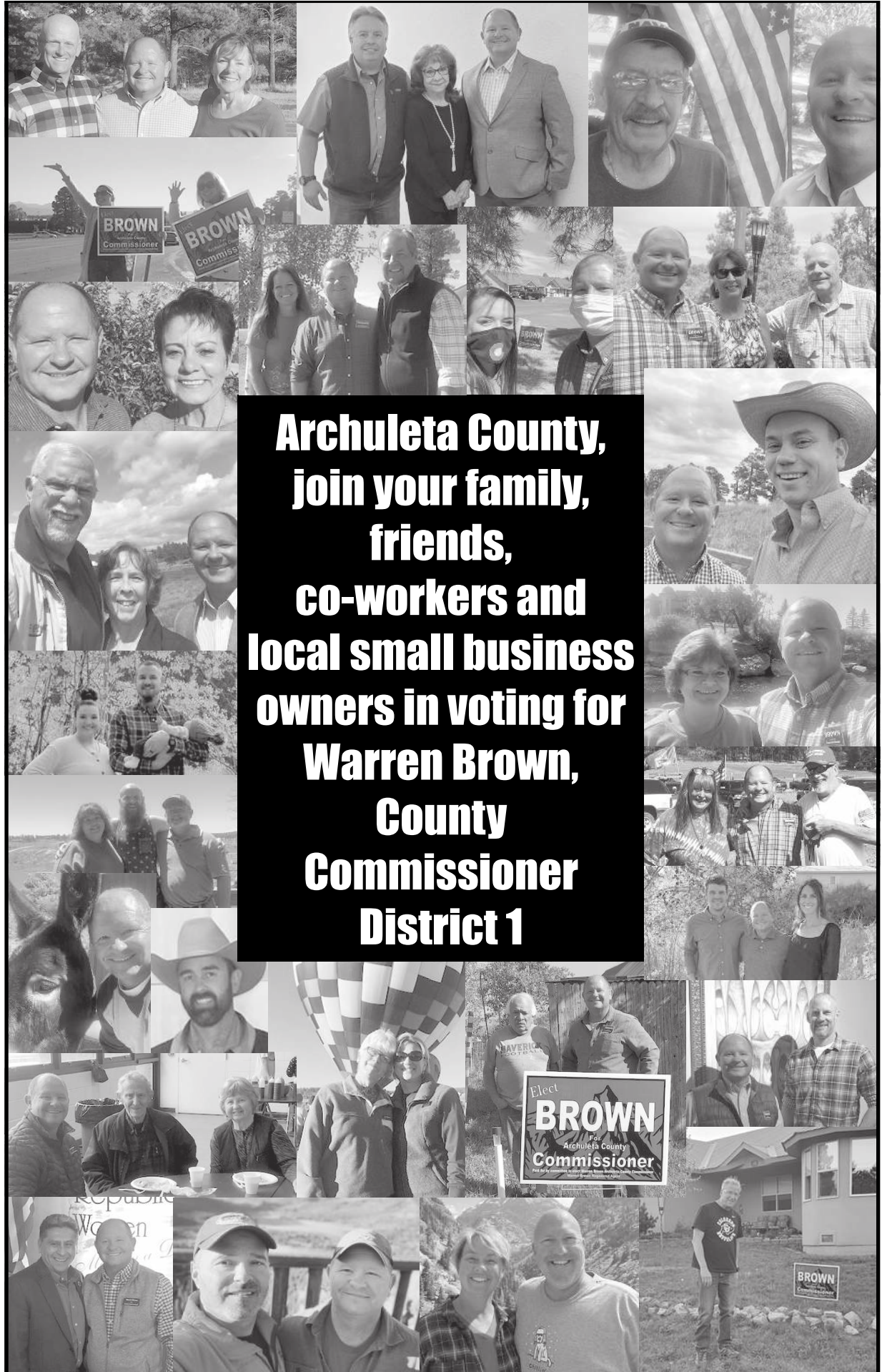
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**Archuleta County,
join your family,
friends,
co-workers and
local small business
owners in voting for
Warren Brown,
County
Commissioner
District 1**

Paid for by Committee to Elect Warren Brown County Commissioner, Warren Brown, registered agent.

Bird of the Week



Photo courtesy Charles Martinez

This week's Bird of the Week, compliments of the Weminuche Audubon Society and Audubon Rockies, is the northern goshawk.

Raptors like the goshawk are birds that have been both revered and persecuted for their strength and fierceness. In the past, there were bounties on northern goshawks. It wasn't until 1972 that all raptors received the protections of the Migratory Bird Treaty Act.

The northern goshawk is the largest of the three accipiter species found here, birds with relatively short, rounded wings and long tails. Northern goshawks are the most widely distributed accipiter in the world, occurring in North America, Europe, Asia, Japan and northern Africa.

These are secretive forest birds, nesting in mature and old-growth forests, often near openings with water nearby. Pairs may build and maintain up to eight large alternate nests within their nesting area. They fiercely defend their nest site and are known to attack animals, including humans, that venture too close.

While hunting, agile northern goshawks alternate short, silent flights with perching to look for prey including birds, small mammals, reptiles and insects. They strike feet first and will chase dinner across land, into trees and shrubs and even into water.

Adult northern goshawks have a gray-blue back, whitish streaked undersides and red eyes. Immatures, like the one pictured here, don't reach full adult plumage until the third year and are brownish with speckled undersides and yellow eyes. Both versions show an identifying white eye line.

Sensitive to the disturbances of logging activities, timber harvest is a threat to breeding success, and the U.S. Forest Service in many regions requires that minimizing impacts to this bird be included in management plans.

For information on future events, visit www.weminucheadubon.org and www.facebook.com/weminucheadubon/.



“This Jesus God raised up again, to which we are all witnesses.”

Acts 2:32

On the day of Pentecost, over 2000 years ago, Luke recorded in Acts 2 that a crowd of devout Jews came together. They listened as Peter took his stand with the apostles to proclaim Jesus as Lord and Christ. Jesus, the man, had been attested to them by God when he performed miracles and wonders and signs in their midst. (They knew for a fact that Jesus lived and did those things because they observed it.) By the predetermined plan and foreknowledge of God, they had this “man” nailed to the cross by the hands of godless men. But God raised him up and put an end to the agony of death. The apostles showed

Him to be the fulfillment of David's prophecy in the Old Testament. The twelve said they were eyewitnesses of his resurrection. They said David did not ascend into heaven but Jesus did and now sits at the right hand of God as Christ and Lord.

The crowd, upon realizing they had put to death the very Messiah for whom they had been looking, was pierced to the heart. They asked, “What shall we do?” *To be continued...*

If you are asking, “What shall I do?” and we can help you spiritually please let us know.

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7			6	3				
	5						6	
		4		6		8		
		9		7		4		5
		3	1			6	2	
	4		3	9				
						2	3	
					1		7	

Fun By The Numbers

Like puzzles? Then you'll love sudoku. This mind-bending puzzle will have you hooked from the moment you square off, so sharpen your pencil and put your sudoku savvy to the test!

Level: Advanced

Here's How It Works:

Sudoku puzzles are formatted as a 9x9 grid, broken down into nine 3x3 boxes. To solve a sudoku, the numbers 1 through 9 must fill each row, column and box. Each number can appear only once in each row, column and box. You can figure out the order in which the numbers will appear by using the numeric clues already provided in the boxes. The more numbers you name, the easier it gets to solve the puzzle!

3	2	5	4	8	1	9	7	6
8	9	1	7	5	6	2	3	4
6	4	7	3	9	2	1	5	8
5	8	3	1	4	9	6	2	7
2	6	9	8	7	3	4	1	5
1	7	4	2	6	5	8	9	3
4	5	8	9	2	7	3	6	1
7	1	2	6	3	4	5	8	9
9	3	6	5	1	8	7	4	2

ANSWER:

Learn how to carve a better pumpkin

Special to The PREVIEW

Toothy grins and a mesmerizing orange glow help make jack-o'-lanterns captivating sights come Halloween. Pumpkin carving is an autumn tradition and runs the gamut of simple designs to more intricate artwork worthy of any medium. Although anyone can grab a pumpkin and get started, when done correctly, jack-o'-lantern designs can last for several days.

- Start with a fresh pumpkin. Look for pumpkins that have a thick, green stem. These usually are fresh and haven't been handled much. A thick stem also may indicate fleshier pumpkin walls that can be carved more easily. Avoid pumpkins that are soft or full of blemishes, or those that have dried, shriveled stems.

- Cut a hole in the back. Rather than impeding the structural integrity of the pumpkin by cutting off the top and the stem for interior access, cut a hole in the back of the pumpkin. This will still make it easy to reach inside and clean out the pumpkin.

- Scoop out the pulp and seeds. Be sure to thoroughly clean the inside of the pumpkin. Leaving the pulpy, stringy matter and seeds inside can cause the pumpkin to rot that much faster and produce a foul odor. Scoopers, spoons and even hand shovels can help.

- Keep it cool. Heat can adversely affect carved pumpkins, so work in a cool area and store the pumpkin in a cold garage or refrigerator if you need a few extra days before displaying it. Also, carving experts suggest using an electric light inside rather than a



candle; by using a candle, you're essentially cooking the pumpkin from the inside.

- Work in your lap. When carving faces or intricate designs, looking down onto the pumpkin provides more control.

- Don't cut all the way through. Many pumpkin designers end up shaving or scraping off the outer

■ See Pumpkin on next page

Although anyone can grab a pumpkin and get started, when done correctly, jack-o'-lantern designs can last for several days.



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Stave off cabin fever with family nights

Special to The PREVIEW

If the global pandemic has taught the public anything, it is how to be resourceful. Many components of daily life have changed as a result of the COVID-19 virus, and quite a number of people have discovered new things about themselves in the process — including interesting ways they can keep busy.

Indulging different hobbies and forms of entertainment has long been a way to stave off the cabin fever that often accompanies cold weather and spending increased time indoors. Now these activities also are ways to pass the time in safe manners when social distancing from others. Reconnect with the joys of playful interaction afforded by any number of board games, video games, movies, and other activities. There are many great methods to getting the family together in entertaining ways. Consider the following ideas.

Themed movie night

Set aside one night each week for a family movie night. The twist is that each week the movie selection must fit a particular theme or contain a certain criterion chosen randomly from a jar. For example, if “animal” is selected, then the movie must be about animals or have an animal as a main character or component of the film. A theme helps add some variety to the movie selection process.

Classic game night

Many homes have a closet or drawer filled with various games. Chances are many of them are classic offerings that have withstood the test of time, such as Monopoly® or Scrabble®. Revisit these beloved games and see if you can improve your strategies.

Action game night

Look for games that involve action and give all ages a chance to win. Action games combine a physical activity and family interaction. Games can be commercial offerings with regimented rules, or freestyle games that the family creates. Relay races, timed scavenger hunts or physical games like Twister® are some options. You also can divide up into two groups and engage in a heated game of charades.

Puzzle or trivia night

Puzzles can put the brain to the test. Research shows that puzzle and trivia work can strengthen cognition. Puzzling actually stimulates the brain and can potentially ward off Alzheimer's disease, according to a recent study published in the Archives of Neurology. If you like to do jigsaw puzzles, you can improve visual-spatial reasoning by figuring out where pieces fit into the big picture.

Spending time at home can involve movie or game nights that become part of families' weekly routines.

Pumpkin

■ continued from previous page
rind of the pumpkin, but leave a delicate orange film underneath. Light can still shine through, but the design will not collapse on itself as easily if you were to cut straight through the pumpkin wall. Experiment with different tools to achieve the desired look.

• Maintain the freshness. Rubbing exposed areas of the pumpkin flesh with petroleum jelly may help keep the pumpkin moist. Some designs will last for a few days. However, since pumpkins are highly perishable, it's wise to wait to carve until a day or two before putting a pumpkin on display.

WORD SCRAMBLE

Rearrange the letters to spell something pertaining to scary movies.

E E S N S S P U

--	--	--	--	--	--	--	--

Answer: *Suspense*

The Weekly Crossword

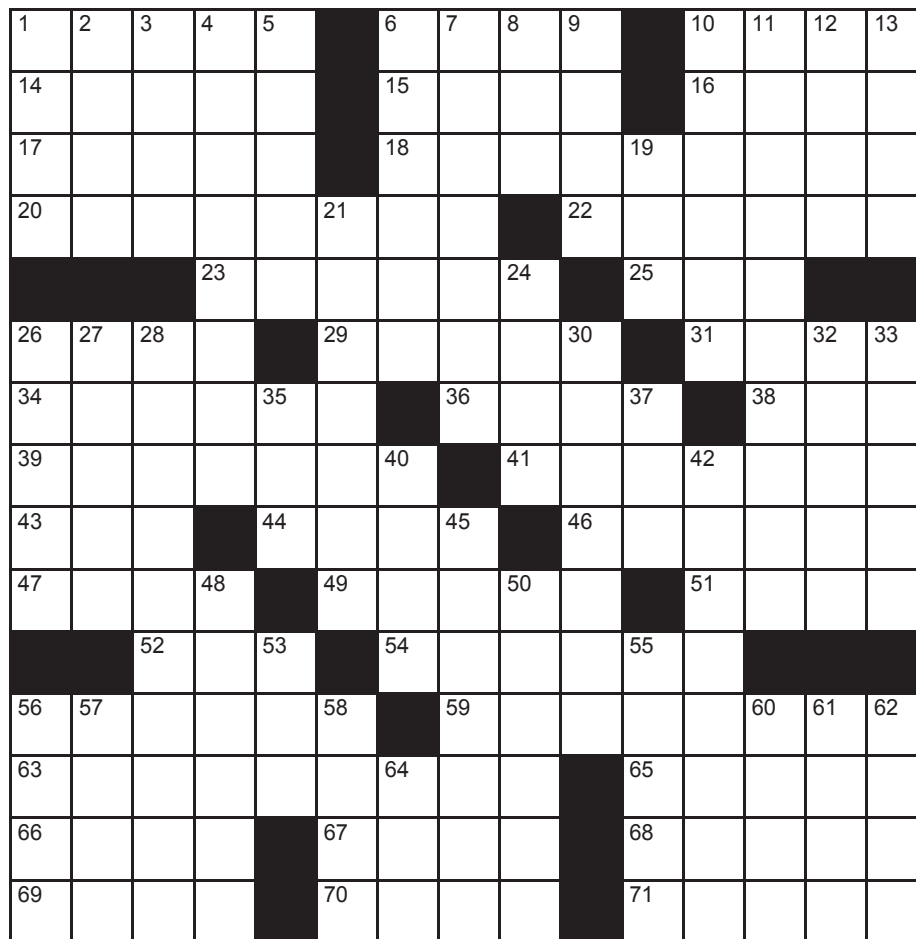
by Margie E. Burke

ACROSS

- 1 Alligator's abode
- 6 Lift with effort
- 10 Eden dweller
- 14 Dot on a computer screen
- 15 Storybook monster
- 16 Sonny who sang
- 17 Circus site
- 18 Three-fingered saluters
- 20 Full, as a voice
- 22 Morsel
- 23 Felt topper
- 25 Hair raiser?
- 26 It may be furrowed
- 29 Bye lines?
- 31 Religious offshoot
- 34 Overhaul
- 36 Galley gear
- 38 Halloween cry
- 39 Go through again
- 41 Halftime speech
- 43 Mess up
- 44 Like a certain McCoy
- 46 Fire worshiper
- 47 Wind indicator
- 49 Treat a wound
- 51 PGA part, briefly
- 52 Friendly greetings
- 54 UN member
- 56 Lathe, e.g.
- 59 Crichton creature
- 63 Waterproof cloth
- 65 Safari sighting
- 66 Feel the ___
- 67 Put up drapes
- 68 Brilliant success
- 69 Draft, maybe
- 70 Like Santa's cheeks
- 71 Manner

DOWN

- 1 Practice in the ring
- 2 Undercover device
- 3 Sends packing
- 4 Combat ships
- 5 747, e.g.
- 6 Rub elbows (with)
- 7 Braggart's vacation?
- 8 One way to cook
- 9 SAT or GMAT
- 10 Igloos and yurts
- 11 Stringed instrument
- 12 Part of ABM
- 13 Lion's share
- 19 Pack item, slangily
- 21 Took as one's own
- 24 Resting on
- 26 French cheeses
- 27 Nostalgic style
- 28 Pad the bill
- 30 Becomes involved
- 32 "Unforgettable" singers



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- 23 Felt topper
- 25 Hair raiser?
- 26 It may be furrowed
- 29 Bye lines?
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- 63 Waterproof cloth
- 65 Safari sighting
- 66 Feel the ___
- 67 Put up drapes
- 68 Brilliant success
- 69 Draft, maybe
- 70 Like Santa's cheeks
- 71 Manner
- 33 Coin substitute
- 35 Scratch up
- 37 Luxurious resort
- 40 Make, as money
- 42 Cut across
- 45 Introductions
- 48 Smoked herring
- 50 Tight-fisted
- 53 Coral or Caspian
- 55 Exudes
- 56 Concert memento
- 57 Aesop racer
- 58 River to the Rhine
- 60 With proficiency
- 61 Russian mountains
- 62 Hourly charge
- 64 Asian language

Answers to Last Week's Crossword:

S	W	A	P		R	O	T	C		T	H	A	N	K		
T	O	U	R		A	C	E	R		E	E	R	I	E		
A	R	G	O		M	E	T	E		P	R	U	N	E		
G	R	U	M	P		L	A	D	I	E	S	M	A	N		
E	Y	R	I	E		O	N	I	C	E						
					S	T	A	T	U	T	E		A	S	A	P
A	B	U	S	E	D		S	O	B			G	E	N	E	
D	E	B	O	R	A	H		R	O	B	E	R	T	S		
D	E	E	R		P	O	V		A	L	B	E	I	T		
S	P	R	Y		T	O	A	S	T	E	R					
						B	E	L	L	E		S	A	L	E	S
T	R	A	G	E	D	I	E	S		S	C	E	N	T		
A	U	R	A	L		G	N	A	W		K	A	T	E		
U	N	T	I	L		A	C	M	E		E	V	E	R		
T	E	S	T	Y		N	E	E	D		T	E	R	N		

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 G E S B U H Z M I S E R Y P W A S B G I
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 Z A C T H B W E Z L J S N U E V B F M V
 O L G H J G G A G D V O M N Y R K J G D
 B D N E S O K C W E R U O B Y J M H D T
 D S I S P O A R G V M Z A V P C H M G T
 A G R H R N K Z P A D B K C J T I L E E
 E A U I Z Y K J Y A S A W K G N K S T G
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 L E N I B R F D R N N U U K D P H F U O
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 E C E T T E W A A K D K I J O F J P K K
 H H H W S O N A M R E K C I W E H T Q Y
 Q Q T O L G O D Z I L L A L U C A R D L
 T L R L Z R S N E I L A V Y H P A A J F
 R J A E C A L P T E I U Q A V O M C J M
 Z H Y S N Z W E I R R A C W G R J C V F
 O C E P Q S C M B U M B P S Y C H O E T

WORDS

ALIENS
 A QUIET PLACE
 CARRIE
 DRACULA
 EVIL DEAD
 GERALD'S GAME
 GET OUT
 GODZILLA
 HALLOWEEN
 HUSH
 MISERY
 NOSFERATU
 PSYCHO
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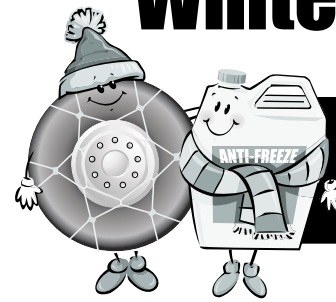
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VOTE

The west's population grows and churns

By Jonathan Thompson
PREVIEW Columnist

Ever since 1790, when the U.S. Census started keeping track of such things, the migratory flow of nonindigenous people within the United States has moved from east to west, into lands they erroneously saw as a blank slate and not so erroneously as a land rife with natural resources to exploit.

Americans are still mobile and still moving west, but, over time, the trajectory of the human flow has shifted to something more complex, with shifting patterns that sometimes double back unexpectedly. It's a sign of changing economics, but, also, perhaps, one of a maturing region.

During the 19th century, the federal government lured colonizers west with vast land giveaways. The masses came seeking what Frederick Jackson Turner called "the richest free gift that was ever spread out before civilized man." Erasing from view the peoples who had lived on the land for millennia, he described the West as "vacant" — an irresistible "opportunity for a new order of things."

Later, during the Dust Bowl and Great Depression, hundreds of thousands of people flocked from the

Writers on the Range

lower Midwest to California, seeking refuge from drought and economic distress. The trend continued after World War II, as a wave of returning soldiers and their families moved westward for opportunities in the growing cities of the region, along with the oil and gas booms and the uranium frenzy and then the big coal-power buildup on the Colorado Plateau.

Those same trends continue in many parts of the west, but over the last few years, some of the same migration-magnet counties of the past have seen a greater number of people leave — often for other parts of the region — than move in.

Take Farmington in northwestern New Mexico. Once a quiet agricultural town, a succession of energy-related booms beginning in mid-century drew droves of job- and opportunity-seekers to it from all over the nation. The population of the county ballooned from just 18,000

in 1950 to 130,000 60 years later. But when natural gas prices plummeted at the end of 2008, the main pillar of the economy crumbled. Energy workers followed the drilling rigs to more lucrative oil patches and the population started shrinking and continues to do so today as the coal industry also erodes away.

The pattern — of as much as 8 percent of the population moving away — is repeated in other natural gas and coal-dependent counties, including Sublette and Campbell counties in Wyoming, Rio Blanco County in Colorado and Uintah County in Utah.

Drill rigs and draglines — or the lack thereof — are not the only factors driving migratory movement in the west. Denver, which once housed enough energy executives to inspire the "Dynasty" television series, still attracts migrants, only this time they are millennials coming to take advantage of high-wage jobs, a growing marijuana economy, and recreational and cultural amenities. On the other hand, the population continues to drain from some of the agricultural, non-resort counties of Colorado and every other state in the west.

Meanwhile, in California, the exodus is outpacing the influx, with

Los Angeles County losing about 30,000 people a year and the state of California some 200,000 per year. Many of them are equity refugees — cashing out of the inflated California real estate market and putting their money into places like Maricopa County, Ariz., home of Phoenix. It's one of the nation's fastest-growing places, despite this July experiencing the city's hottest month in the past 125 years.

Relatively reasonable housing costs in Phoenix and a revitalized downtown remain a draw, and energy-intensive air conditioning, for those who can afford it, helps offset the brutal temperatures — even as it helps trigger them.

Yet another pattern-shift is upon us, as urbanites and telecommuters flee from the pandemic or social unrest to smaller, more affordable "Zoom towns" and rural areas. Although coronavirus-era migration data has not yet been released, the real estate brokerage Redfin reports that, after taking a dip this spring, the rural real estate market nationwide has taken off much faster than in urban areas.

Amenity-rich, rural places like Chaffee County, Colo., or Bonner County, Idaho, have seen noticeable spikes in median home prices and home sales over the last few months. Whether this represents a wave of

■ See Writers on next page



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If you were in last year's veteran's pages, we will use the same information unless you email to update before October 27.

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SAN JUAN STRAINS

A look back at popular Halloween costumes (and ideas for this year, too)

Special to The PREVIEW

Lavish costumes are one of the hallmarks of Halloween. Some people plan their costumes months in advance, and each year inspiration comes from some of the popular memes, movies and conversations that have helped shape people's lives.

New research from the National Retail Federation says social media has been the biggest influence on costume lists in recent years. Halloween purchases are increasingly inspired by celebrities, friends and neighbors and what these people are doing online.

NRF President and CEO Matthew Shay said in 2019 that 35 percent of consumers surveyed indicated they turned to the Internet for Halloween inspiration.

Those considering Halloween costumes for 2020 can take a look back at some of the popular costumes of the last few years, based on Google Trends search data.

2016

The Teenage Mutant Ninja Turtles

experienced a resurgence of popularity in recent years, and numerous people were searching up turtle-powered costumes in 2016.

2017

Popular television shows "Game of Thrones" and "Justice League" inspired many costumes in 2017. However, basic animal costumes like mice, horses, bears, deer, and dinosaurs also were in demand.

2018

Disney released the live-action film version of "Beauty and the Beast" in 2017, but it took another year for the movie to inspire Halloween costumes. Many Belles and Beasts were seen in neighborhoods across the country.

2019

Comic book characters reigned supreme in 2019. The popular "Avengers" comic book and movie franchise pushed superheroes to the forefront of costume wish lists. Spider-Man, Thor, Loki, Captain America and more were quite popular this year for kids and adults.

2020

It's no understatement that 2020 has been an unusual year. Chances are that many pop culture moments will pave the way for Halloween costumes. COVID-19-themed costumes are likely to be seen, including costumes that pay homage to prominent immunologist Dr. Anthony Fauci and other first-line medical heroes. New York Governor Andrew Cuomo is another face people have seen a lot of in 2020, increasing the chances that he will make for a popular costume this year.

Thanks to the small-screen release of "Hamilton" on Disney+ in the summer, Alexander Hamilton could be inspiration for theater and history lovers.

Kids and adults may also gear Halloween costumes around characters from a galaxy far away thanks to "The Mandalorian." Baby Yoda, anyone?

Halloween costume inspiration comes from all sources, and many can't wait to don their costumes this October.



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Writers

■ continued from previous page
second-home buyers looking for a part-time refuge or people looking to permanently relocate is not clear. But it may signal a new wave of urban migrants crashing into the suburban and rural west once again. You could even call them COVID migrants.

Jonathan Thompson is a contributor to Writers on the Range, writersontherange.org, a nonprofit dedicated to spurring lively conversation about the west. He's a veteran reporter on the west and the author of "River of Lost Souls: The Science, Politics and Greed Behind the Gold King Mine Disaster."

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Memories: in my mind's eye

By Allyn Schuyler
PREVIEW Columnist

When I was a young girl, my family owned a grocery store. Not the enormous box stores we know today, just a modest independent market in our small central Texas hometown.

There was a time when our store was the biggest and best for miles around. It was a long, low pink brick building with large plate glass windows all across the front. Once, a car jumped the curb and smashed through those windows when the elderly driver thought her car was in reverse. The flat roof of our building, however, proved to be its most vulnerable spot when burglars cut through the tile and tar paper more than once in our history of ownership — for cigarettes to resell on the black market for a few bucks.

The store had two glass doors, one automatically opening in and one swinging out, and was probably the only such door in town at the time. We had three small “checkout stands, each with a colorful candy display to tempt the children at the end of their shopping experience. My first job was to dust off the boxes of gum balls and taffy with a feather duster — I never minded that task as I day dreamed about which treat I might ask my father for later.

Our small office greeted customers as they walked in the front door, glass partitions eye-level and secured only by a half door that was sometimes locked, sometimes not. There was little sense of privacy because everyone could see in and we could see everywhere in the store from that tiny space. Times were different then, but still my mother lost her wedding ring when she left it unattended on the desk. She maintained that she accidentally threw it away, not wanting to believe anyone she knew would actually steal it.

From her desk in the middle of the organized chaos of clutter — stacks of ads here, a wheel of rubber stamps there, my mother cut and pasted hand-lettered advertisements for the weekly paper. And how I loved to take electric bill payments through the little window in the glass. I felt very grown up and responsible and it was there that I learned to count money and avoid the common \$20 bill short-change scam, or “con” as they called it in that day.

Our store had six long aisles, and in my mind's eye, I can still see the neatly stacked dry and canned goods. My father taught me to pull the sundries forward, rotating the oldest expiration dates to the front. He took pride in every inch of our store and he cared for it like it was a shiny red sports car. We were constantly wiping and dusting, sweeping or mopping.

Even in his later years, Daddy

The Writers' Circle

moved around the store quick as a whip. His fingers flew over the old-style, hard-to-punch cash register keys and he sacked up groceries quicker than anyone I've ever seen since. He cared about his customers and didn't want to waste their time.

Dad was also the store's butcher and wielded knives like a samurai. He cut up a chicken and wrapped it in freezer paper in one fell swoop. The little ladies of our town loved to special order their meat and Dad graciously obliged. One woman ordered her hamburger meat one-quarter pound at a time and another liked her pork chops butterflied “just so.”

As his oldest child, my responsibility grew with age. One day, I was proudly issued a box cutter and I pounded the price on each can or box inside with my clunky ink marker that I had to manually adjust as I turned the rubber numbers, digit by digit. I went home many days with purple fingers from the ink.

But long before I was old enough to actually work in the store, I remember running in with my mother and little sisters — ponytails, peddle-pushers and patent-leather shoes flying around with abandon like we owned the place — which, of course, we did. Through the swinging doors at the back of the store lay a kid's dream playground — the cool, dark expanse of warehouse. Rows and rows of stacked cardboard boxes to be crawled over and jumped on, hidden in and run around. They provided hours of extended play as we imagined boats and houses and dance stages. My dad sat me on one of those boxes the day he asked me what I wanted for my sixth birthday and I said, to his surprised dismay, “a pony.”

Deep in the recesses of the warehouse loomed the only thing that we didn't like about our store — a walk-in freezer with a frighteningly thick steel door that exhaled spooky cold mist when it opened. Daddy made sure we knew about the latch inside the door. The thought of being shut up in that frozen locker with skinless halves of calves hanging on hooks still sends a shiver up my spine.

I liked owning and operating our store and I can picture every little detail so clearly even though a lifetime has passed now.

I recall what we stocked on every aisle and how we had to send a customer's kid to the doctor when he stuck a brightly-colored toilet cleaning bar that looked like candy in his mouth.

I can still see the humongous rubber plant that grew to be so old and big that it became a tree.

And I fondly remember how we could see our lighted sign with the cornucopia horn from several blocks away.

I picture all of this so clearly, yet what I describe is no longer there. The store is a church now, with so many changes to its exterior it's almost unrecognizable as our old food market. I don't much like to drive by these days because it's such a shock to look over and see our store gone — what's in my mind just doesn't jive with what my eyes take in.

Isn't it funny how the mind works like that — how we can envision in such detail what's no longer there.

Like how my sweet grandmother will always be 50-ish in my mind even though she lived to be 93 years old. How I still think of myself as a slender young woman when, in reality, I'm middle-aged and overweight. In my mind's eye, our old grocery store is still alive and thriving and the Pentecostal Church of God is still meeting in someone's home.

Many years have passed since I left my hometown and that life. Since then, I've been all over the country and traveled overseas. I can't remember my trip to Europe as well as I can picture that little grocery store. Isn't it funny — and wonderful — how the mind allows us to hold onto those memories most dear. Yes, time passes, everything changes, we can't turn back the clock. Thank goodness my sweet husband, in his mind's eye, still sees me as his sexy young bride.

www.pagosaphoto.com

If you or someone you know might be at risk of suicide, there is help.

Call the National Suicide Prevention Lifeline at 1-800-273-8255, text a crisis counselor at 741741 or visit suicidepreventionlifeline.org.



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Plan now: TRICARE Select enrollment fees for Group A retirees coming January 2021

Did you hear the news about TRICARE Select enrollment fees? TRICARE Select Group A retirees must begin paying enrollment fees to maintain health coverage starting on Jan. 1, 2021. TRICARE Select is the name of the plan that replaced the former TRICARE Standard and TRICARE Extra programs in 2018.

You're in Group A if you or your sponsor's initial enlistment or appointment occurred before Jan. 1, 2018. If your initial enlistment or appointment or that of your uniformed services sponsor began before Jan. 1, 2018. You may have received a letter about these changes. This is the first time this beneficiary group will pay enrollment fees, a change mandated by Congress.

"If you're a Group A retiree, you must set up payment for your TRICARE Select fees before the end of TRICARE Open Season," said Mark Ellis, chief of the Policy and Programs Section of the TRICARE Health Plan at the Defense Health Agency. "Open season runs from Nov. 9 until Dec. 14. If you're eligible, you may also have the option to switch your enrollment to TRICARE Prime."

During TRICARE Open Season (Nov. 9-Dec.14), you may set up a monthly allotment, where feasible, through your regional or overseas contractor for your monthly payments to start on Jan. 1, 2021. If you don't receive your retirement or other pay from a military pay center, you can make payments via electronic funds transfer from your U.S. bank account, credit card or debit card. Your regional or overseas contractor will guide you in setting up payment.

The enrollment fees are:

- Individual plan: \$12.50 per month or \$150 annually.
- Family (two or more) plan: \$25 per month or \$300 annually.

The fee change only affects Group A retirees and their family members enrolled in TRICARE Select and TRICARE Overseas Program Select. Most groups will experience no change. This change doesn't impact TRICARE Select beneficiaries in these groups:

- Active-duty family members.
- Survivors of deceased active-duty service members.
- Medically retired retirees and their family members.

This change doesn't impact you if you're using one of the following plans:

- TRICARE For Life.
- TRICARE Prime.
- TRICARE Reserve Select.
- TRICARE Retired Reserve.
- TRICARE Young Adult.

Are you and your family members enrolled in different plans? Only those family members en-

Veterans Corner

Raymond Taylor



rolled in TRICARE Select (with a Group A retiree sponsor) pay the new enrollment fee. If enrollment is only for one family member, then they would pay the individual enrollment fee, not the family enrollment fee. If one family member is enrolled in TRICARE Prime and another is enrolled in TRICARE Select, you'll pay the appropriate enrollment fees for both plans. Remember that you pay TRICARE Prime and TRICARE Select individual and family fees separately.

If you want to check if your health plan has enrollment fees and what they may be, you can visit the TRICARE Costs tool. There you can also find other costs or compare costs of different plans. You can also find many costs in the TRICARE Costs and Fees Sheet.

Visit the TRICARE Select Enrollment Fees page for updates. If you want to get updates about open season and other TRICARE news, sign up for email alerts.

Vets4Vets grant

Vets4Vets has received a grant from the Colorado Department of Military and Veteran Affairs. This is to support veterans in our community through the following assistance: housing, utilities,

mental health counseling, dental services, travel assistance, automobile repairs, gas and food cards, and emergency veteran assistance.

Contact Vets4Vets at 799-VETS or www.Vets4VetsPSCO.org.

Contact information

Veterans: Thank you for your service. Welcome home.

For further information on VA benefits, please call or stop by the Archuleta County Veterans Service Office (VSO), located at the Pagosa Springs Senior Center in the Ross Aragon Community Center on Hot Springs Boulevard.

The office: 264-4013, fax number: 264-4014, and email is raytaylor@archuletacounty.org. Bring your DD Form 214 (discharge) for applications to VA programs or benefits for which the veteran may be entitled to enroll, and for filing in the Archuleta County VSO. Always leave a message and phone number to contact you.

The following veterans groups meet in Pagosa Springs:

- American Legion Post 108: second Wednesday of the month at 6 p.m., 287 Hermosa St.
- Veterans for Veterans: every Tuesday at 10 a.m., Tennyson Building Event Center, 197 Navajo Trail Drive. Breakfast meeting on the first Tuesday of the month at 9 a.m. Contact 799-8387 for more details.
- Combat Veterans PTSD Group: every other Tuesday at noon, Community United Methodist Church, Lewis Street. Contact Gary

■ See Veterans on next page

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Chimney maintenance a part of home safety

Special to The PREVIEW

As temperatures drop and thoughts once again turn to lighting fires and sitting down with a good book, it's important to revisit chimney maintenance. Even though chimneys do not require daily upkeep, regular maintenance efforts help chimneys operate safely and prevent deaths and injuries while protecting homes from fire.

Various problems can arise when chimneys are not well maintained. Such problems include chimney fires, carbon monoxide poisoning, and early failure of the chimney and heating sources that the chimney vents.

Carbon monoxide can be scary, as it is virtually invisible without a proper detector. The National Vital Statistics System reports that, in 2015, 393 deaths resulted from unintentional carbon monoxide poisoning in the United States. When carbon monoxide is breathed in, it builds up quickly and combines with the blood, reducing the blood's ability to carry oxygen. The Canada Safety Council says that body tissue and cells can't function without oxygen.

Chimney fires are another potential byproduct of poor chimney maintenance. The Chimney Safety Institute of America notes that

chimneys expel the byproducts of combustion, including smoke, water vapor, gases, unburned wood particles, hydrocarbon, tar fog and assorted minerals, which can condense on the inside of the chimney flue. The residue, called creosote, is highly combustible. With the right conditions, a chimney fire can occur.

To avoid chimney fires and other risks, take these precautions, courtesy of CSIA, HomeAdvisor and Popular Mechanics:

- Have chimneys inspected annually and properly cleaned by a professional chimney technician.
- Make sure tree branches and other obstacles are cleared away from the top of the chimney.
- Use seasoned hardwoods that have been split for several months to a year. "Green" wood creates more creosote.
- The top-down method of building a fire produces less smoke. This means using larger pieces of wood on the bottom and the smallest twigs and kindling at the top. The fire will burn from the top and down, igniting the wood beneath as it goes.
- Put a cap on the chimney to keep out rain, snow and small animals.
- Keep fires small; otherwise, the intense heat may damage bricks

and mortar in the chimney. Repair any damage promptly before lighting another fire.

• Open the damper and fireplace doors so that air supply flows freely and can vent the smoke promptly, reducing residence time in the flue; otherwise, creosote can form.

• Install smoke and carbon monoxide alarms throughout the home and routinely check the batteries.

Learn more about chimney maintenance and find a certified chimney sweep at www.csia.org.

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Veterans

■ continued from previous page

Hanneman at 946-2540.

• Women's Group of Spouses of Veterans: first and third Wednesdays at 5:30 p.m., Dr. Carter's office; contact Charlotte at 903-9690.

Important information

• 799-VETS, www.Vets4VetsPSCO.org.

• Durango VA Outpatient Clinic: 247-2214.

• Farmington VA Center: (505) 326-4383.

• VAMC Albuquerque, N.M.: (800) 465-8262.

• VA Health Care Emergency Notification: (844) 724-7842.


The Veterans Crisis Line offers free, confidential support to veterans in crisis, as well as their family and friends 24/7/365. Call (800) 273-8255, chat online or text 838255.

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The Pagosa Springs SUN

VETERANS DAY

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- Cathy Weismiller, U.S. Navy
- Rachel Collins, U.S. Navy
- Dr. Jeff Williams, U.S. Air Force
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Painting the house

By Daris Howard
Special to The PREVIEW

There are only a couple of jobs that I really hate to do, and I have been working on one of them this month. I am getting old enough so that I don't brand cattle anymore, so I was doing the other job I hate—painting the house.

When my wife, Donna, suggested we paint the house before winter, my heart filled with a dreaded feeling similar to when I'm going in for a root canal. But I couldn't argue that the house needed it. It has been around 20 years since we did it the last time. But the memory of feeling slimy and walking around looking like I had a severe case of yellow measles was as clear as if it happened yesterday.

And it's not just the goey mess I hate. I don't like painting from the very start where we have to pick the color. Maybe it's a guy thing, or maybe it's just me, but I like what I am used to. Our house has been a light yellow that has faded to cream, so when Donna asked me what color we should paint the house, I suggested that was the perfect color.

"Oh, no," she said. "We've had it that color for 20 years. It's time we tried something different."

"What color were you thinking?" I asked.

"I was thinking of a tan color," she replied. "That seems to be the color most people are going with these days."

"Well, just because all the other lemmings are jumping off the cliff ..."

"Oh, stop," she said. "Have you considered that maybe people are painting their houses that color because it is a nice, calming earth tone that is just right for these turbulent days of chaos?"

Painting is not a nice, calming anything for me, and I suggested that if we painted it the same color it already was, if we missed a spot, no one would even know. Her only answer to that was to point out to me all the houses we passed that were tan.

I had to admit they looked quite nice, so the next step was to get the little flip card pack with all the colors. We looked at the tans and finally settled on one. It was called "sand dune," which was ironic since we live close to the famous St. Anthony sand dunes.

"Maybe if the wind picks up, and our house is buried by the blowing sand, no one will even notice," I said.

Next came purchasing the paint. The girl at the paint store asked me what kind of paint I wanted. I told her I wanted the least expensive kind that would last until after I died so I wouldn't have to paint again.

"I don't think we have any that

will last that long," she said.

"How young do you think I am?" I asked.

She smiled. "Twenty-nine."

I thought, "Boy, she's good." She could have said, "Five-year paint should do it," but instead, she turns it into a compliment. Her boss needs to give her a raise.

Donna and I settled on the best paint they had so it would last as long as possible, and we set to work. Now, there are some things about painting that are quite illogical. Take the primer, for instance. Why should a person have to paint the house to prepare the house for painting? At least, that's what

Painting is not a nice, calming anything for me, and I suggested that if we painted it the same color it already was, if we missed a spot, no one would even know.

it seems like to me. It's like eating dinner in preparation for eating dinner. Why don't they just make the paint out of the primer?

Then there was the caulking before I could paint. No one who is a cake decorator should ever be in charge of caulking. Not that I'm a cake decorator. But when I am in charge of making a cake, it's a stack of Twinkies and Ding-Dongs with CoolWhip frosting. It's too tempting to lick your fingers, and unfortunately, caulk looks very much like CoolWhip. Take it from me, though, it doesn't taste like Cool Whip.

So, we are now about half done, and Donna asked if I like it. Of course, I'm not going to say no for fear I might have to repaint it. But I don't want to lie either.

I'm sure in about a year, when the painting is done and I am used to it, I will think it is the perfect color.



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Classifieds

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Office Hours: Monday — Friday 8 a.m. - 5 p.m.

Classified Deadline: Tuesday 10 a.m.

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NOTICE CONCERNING PROPOSED BUDGET OF PAGOSA AREA WATER AND SANITATION DISTRICT. NOTICE is hereby given to all interested parties that a proposed budget has been submitted to the Board of Directors of the Pagosa Area Water and Sanitation District for the ensuing year of 2021; that a copy of the 2021 Budget has been filed in the office of the District at 100 Lyn Avenue, Pagosa Springs, Colorado, where the same is open for public inspection; and on the District's website, www.pawsd.org and that such proposed 2021 Budget will be considered at a Public Hearing of the Board of Directors of the District to be held at 100 Lyn Avenue, Pagosa Springs, Colorado on Thursday, October 22, 2020, at 5p.m. Any elector within the District may, at any time prior to the final adoption of the 2021 Budget, inspect the budget and file or register any objections thereto. PAGOSA AREA WATER AND SANITATION DISTRICT. By /s/ Jim Smith, President, Board of Directors.

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NOTICE OF PROPOSED BUDGET for ARCHULETA COUNTY: Notice is hereby given that a Budget Hearing is Scheduled on Dec. 15, 2020 beginning at 1:30p.m., at which time a proposed budget for Archuleta County for the year 2021 shall be considered. The proposed budget is available for inspection by the public at the office of the County Clerk, 449 San Juan Street, Pagosa Springs, CO 81147. The budget may also be viewed on the County website at <http://www.archuletacounty.org/212/budgets>. Any interested citizen may file any objections to the proposed budget at any time prior to the final adoption of the budget by the Board of County Commissioners. The County Commissioners will hold budget work sessions (open to observation by the public) on November 5, 6, 12 and 13. Exact times will be published closer to the meeting dates.



PURRLOT: I'm Purrlot and I just get better with age, even though I am only 2! My daughter Moscato and I are very bonded, and like fine wine we go with any meal served! Adopt from the Humane Society 731-4771.

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THOR: I'm Thor, a handsome young pup who is not too sure about cats. I like to bark at those strange little fur balls, so a home without them would be best for me. I tend to roam, so if you have lots of energy for walks and training, and are prepared for me to grow into my big feet, call the Shelter! Adopt from the Humane Society 731-4771.



MOSCATO: I'm Moscato and my mom Purrlot and I would love to go to a connoisseur of fine kitties like us! Got room in your wine cabinet for two tasty vintages? Adopt from the Humane Society 731-4771.

LUCY'S TAMALES WILL SET up one more time Saturday 10/17 at Eastside Market. Beginning Oct. 23-24 will be selling Fridays/ Saturdays at 335 Rob Snow Rd. until Christmas, 9a.m.-3:30p.m. (970)264-4791, (970)317-5665.

ALLEY HOUSE GRILLE. Watch Sunday NFL Football in our new Lounge! Open at 11a.m. Starting Sunday, October 11th!

MASSAGE THERAPIST WANTED at Overlook Hot Springs. Minimum pay- \$37.50/ hour, tips-17-18%. Full-time, part-time or on call positions available. Apply in person.

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ANNOUNCEMENTS

TRADITIONAL ALANON GROUP: Traditional AlAnon Group meets Mondays, 6p.m., Pagosa Bible Church, 209 Harman Park Dr. (325)669-9715.

THE PAGOSA SPRINGS GROUP of Alcoholics Anonymous. AA is now meeting every Monday, Tuesday and Thursday at 5:30p.m. and Sunday at 10a.m. at 315 N. 2nd Street, County Road 200 (.2 miles off 160). In accordance with the State, County and San Juan Basin Health, masks must be worn and social distancing observed. Online meetings are Sunday at 10a.m.: Zoom ID 858-319-763, password 754234; and Friday at 7p.m.: Zoom ID 899 6048 4578, password 532-306. For meeting schedule and information email aapagosa@gmail.com or call Marcia (970)946-8475, Kathi (970)946-1482 Ranza (970)731-9774, Val (970)946-6086 or (719)792-7974 or central office (970)245-9649 or (888)333-9649 (24 hours).

DELICIOUS FOOD FRIDAY, SATURDAY & SUNDAY, 11a.m. to 7p.m. Pulled Pork, Reuben's, Smoked Brisket at north entrance to City Market. Call (619)277-0193. Jersey Lily's and Lil Bit Of Texas BBQ cooking!

PRINCIPALS BEFORE PERSONALITIES GROUP of Alcoholics Anonymous meets every Tuesday and Thursday at 7p.m. at the Tennyson Building Event Center, 197 Navajo Trail Drive (between Boss Hogg's Restaurant and 1st Southwest Bank). Contact Charlotte or Ken at (970)903-9690 or Nate at (970)507-1004.

PLEASE ATTEND THE WEDNESDAY, October 28th planning meeting at 6p.m. to voice your concerns about the 5 new cell tower applications. 398 Lewis St. Thank you, Zhen 731-5098.

CELEBRATION OF LIFE GATHERING for Aamon Degarth on Sunday, November 1st, 2p.m. at the Lower Piedra River. Hwy. 160 west toward Durango, turn right before the Piedra River, go 1 mile. We will be on the river at the gate. (971)221-4797 or (970)903-5309.

MEDITATION CIRCLE. 6p.m. every Wednesday at New Thought Center at Best Western, 3505 W. Hwy. 160. 4T Prosperity Classes starting in November. Call (970)309-6067 to enroll.

JOHN HICKENLOOPER knows Colorado values. He supports healthcare, job creation and social justice for ALL Coloradans. Paid for by Archuleta County Democratic Party, Becky Herman, President.

AL-ANON MEETS EVERY TUESDAY at 6p.m. at St. Patrick's Episcopal Church in the Parish Hall. www.al-anon-co.org. As of 3/31, our meeting space is temporarily unavailable due to COVID-19 precautions. For updates, please text (303)815-8569. For a list of online and phone meetings, please visit al-anon.org.

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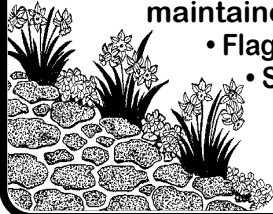


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HELP WANTED

LOCAL LANDSCAPING COMPANY is seeking seasonal workers for landscaping and irrigation installations. Experience is a plus! Must have reliable transportation. Call Buck Frisbee Landscaping at (970)946-0996.

MECHANIC NEEDED. Archuleta County Public Works is accepting applications for a full-time Mechanic. These are full-time positions with excellent benefits. For job description and wage details, visit www.archuletacounty.org, submit application and resume to HR, PO Box 1507, Pagosa Springs, CO 81147, or fax (970)264-1879 or email rsmith@archuletacounty.org. Archuleta County is an Equal Opportunity Employer.

TIM BROWN CUSTOM HOMES is looking for a few high quality, detail oriented craftsmen to help in the framing, interior finishing and painting of our custom homes. We have been building homes in Pagosa Springs for 23 years. Work year around with us and enjoy top pay, paid holidays, paid vacation and a retirement plan. Please call (970)731-7071 or stop by the office at 301 N. Pagosa Blvd., Unit B16.

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SUSHI CHEF AND FULL-TIME SERVER wanted. Willing to train sushi chef. Knife skills and attention to detail required. Excellent pay and tips for both positions. Immediate openings. Text (316)461-9613 or apply in person.

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POLICE CORPORAL. The Town of Pagosa Springs is seeking to hire a Police Corporal to work in the Police Department. Must be P.O.S.T. certified, possess a valid driver's license, and pass background check. Pay starts at \$49,520 annual DOE plus benefits. Information on the position description, application and deadline can be found on the Town's website at www.pagosasprings.co.gov.

PAGOSA THERAPEUTICS AND GREENHOUSE PAGOSA are looking for happy, enthusiastic people to join our budding business. We are willing to train the right candidate if you're committed to being a part of this continually growing industry. Please send a copy of your resume to employment@jandjinc.net along with a copy of your **Colorado M.E.D. Badge.**

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MASSAGE THERAPISTS NEEDED at massage and movement business. Focus is local clientele, needing therapists ready for repeat business. We are not a spa. Email resume and credentials to pagosamassageandbodywork@gmail to apply.

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CHOW DOWN PET SUPPLIES is looking for someone to join our team. Full-time help is needed immediately. Applicants must have excellent customer service skills, be self-motivated and have a strong love for animals and their well being. Pick up application in person. 100 County Center Drive.

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FULL-TIME CUSTODIAN/ MAINTENANCE POSITION open at the Upper Rio Grande School District. This is a 4-10 hour day (Monday- Thursday) position with a salary range of \$23,881-\$28,228, based on experience. Applicant must pass a background check and be able to work independently, be a forward-thinking individual with an overall team approach to all tasks at hand. Applicant must also be able to work in all weather conditions (snow removal/ general landscaping). If interested, please contact Demo Trujillo, (719)657-4040, x4007, dtrujillo@urtigers.co. Applications can be retrieved online at: www.urtigers.co.

PART-TIME, FULL-TIME wait staff. Apply in person, Colorado Roadhouse.

FIRESIDE CABINS. FRONT OFFICE clerk- 4 days a week Tuesday- Friday, 8a.m.-4p.m. Great work environment, will train. Work alone. We are looking for someone to work Tuesday- Friday 8a.m.-4p.m. Job description includes making reservations, guest check in, and some laundry. All major holidays Off. For more information, call (970)264-9204 or email Johnjessharper@gmail.com. Come in to preview our facility and apply at Fireside Cabins, 1600 E. Hwy. 160, Pagosa Springs. (East side of Pagosa just past Hwy. 84 and 160 junction, 1 mile from downtown area.) Must be dependable.

WOLF CREEK SKI AREA is accepting applications for all departments: retail, ski school, lifts, ski patrol, base operations, ticket office, food and beverage, rental, vehicle maintenance and snow reporting. Please see details of job descriptions on Wolf Creek's employment page. Applications can be downloaded from WolfCreekSki.com employment page. Send resumes and applications to wolfcreekski@wolfcreekski.com or PO Box 2800, Pagosa Springs, CO 81147. All jobs are winter seasonal (November-April) with competitive wages.

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CLEANERS, UP TO \$15/ hour. Must be detail oriented, trustworthy, reliable and committed. Text Pagosa Sparkles, LLC, (970)946-6446.

WANTED: PART-TIME DRIVERS. Flexible days and weekends needed. Pay based on experience. Inquire in person, 3505 W. Hwy. 160 in the Best Western.

PART-TIME HELP FOR LANDSCAPING WORK. Must be experienced with mowing, weed eating, trimming. Call Eric, 946-2061.

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SEEKING SERVERS & CALLING COOKS. If you know hospitality and quality and are seeking the opportunity to work in a successful and community-supportive business environment, join us at Pagosa Brewing & Grill. Apply at 118 North Pagosa Blvd. or info@pagosabrewing.com. Cheers!

THE ROSE RESTAURANT, 408 Main Street, is now hiring servers. Fast paced, always daytime hours. Apply in person.

LANDSCAPE MAINTENANCE AND WOOD splitting, immediate position. 40 hours a week. Dependable transportation. Position through mid November or when Wolf Creek Ski opens. Good pay. 3R Ranch, 264-5160.

COLE'S MEAT PROCESSING looking for seasonal part-time or full-time help. Stop by 495 Hwy. 84 or call (970)264-2426.

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2 BEDROOM, 1 BATH UPSTAIRS apartment for rent on private residence. Seeking 1 or no more than 2 people to do some maintenance: shoveling in winter, mowing in summer. Renter must keep track of hours and it will be taken off of rent each month. Rent is \$1,100/ month, includes all utilities, and \$500 security deposit. For more information or to put in application, call or text (970)903-0966.

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ISO WINTER RENTAL. December/ January-April/ May. Single woman with dog; need WiFi to work. Great history as tenant, helpful with maintenance. Can pay advance. Text (603)775-3914.

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TEAM PAGOSA REALTY GROUP



HOUSES FOR SALE

AFFORDABLE LIVING! HOBBY FARM home, 1,732/3/2, two lots (2.7 acres), no HOA, creek irrigation, horse pasture, outbuildings, owner finance (\$284,700). In town condo, 1,406/3/2, new wood floors, master bedroom on main (\$247,700). Call Wen Saunders (970)903-0038. Keller Williams Realty Southwest Associates www.pagosaconnection@kw.com.

PRICE REDUCTION AND OPPORTUNITY! 3072/3/3 cabin. Two lots (11.43 acres). No HOA, city water new septic, awesome mountain views! Build another home on adjacent acreage. Unique short term rental potential with own COVID-free cross country skiing, snowmobiling, snowshoeing, ATV acreage! Hot springs 10 minutes, \$500s. Call Wen Saunders (970)903-0038. Keller Williams Realty Southwest Associates www.pagosaconnection@kw.com.

IF YOU ARE LOOKING FOR real estate, I am here for you! I care about helping you find the property that fits your needs! Call Robin Pehle, Independent Broker (970)946-0975.

SELLING OR BUYING? I am INDEPENDENT, I work for YOU! 18 years in Pagosa. Peggy Andrews, Independent Real Estate Broker (970)946-0473 www.peggyandrews.com.

RANCHES

88+ ACRES ON THE PIEDRA River. 4,000+ SF ranch house, 15 acres irrigated, orchard, fenced and cross fenced, excellent hunting, \$849,000. Peggy Andrews Independent Broker (970)946-0473.

PROPERTY

1/4 ACRE LOT AT 528 Morro Circle, Lake Hatcher Park. Spectacular Pagosa Peak view. Flat with Ponderosa pines. \$32,000. Call or text John at (970)903-2674.

MOUNTAIN VIEWS, MEADOWS. Unique high elevation and complete privacy. 5.6 acres bordering national forest, (970)769-3588 blanchoretreat@gmail.com.

LOW PRICED OWNER FINANCING! Buy now, build later! Domicile (1/4 acre), water, sewer, \$15,950. Bonanza (1.23 acres), investment multi mobile lot, \$40s! Westview (1.17 acre), OFF GRID, seasonal RV, \$17,700! Park (1/8 acre), water, sewer, natural gas, 18,000! Hwy. 160 (1.1 acres), electric near, no HOA, \$19,900. Buying or selling land? Call Wen Saunders (970)903-0038. Keller Williams Realty Southwest Associates www.pagosaconnection@kw.com.

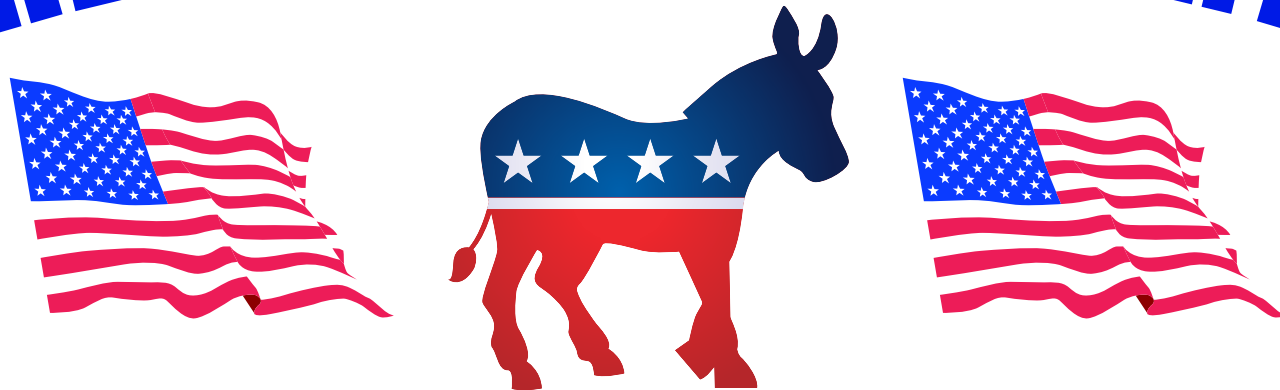
READY TO BUILD. APPROXIMATELY 1/4 acre flat mountain view lot on Morro Circle. Just 5 minutes from Hatcher Lake, with all utilities easily available. \$25,000. Call Wayne (970)946-3720.

LAND SALE! All have city or community water scenarios! Settler- 1/4 acre, \$19,900! Arbol, 3.15 acres, private hot springs access, \$62,000. Santino, 1/3 acre, national forest access, \$30s! Kinnikinnik, 5.47 acres, water in, \$92,700! Loma Linda, 4.67 acres, septic, electric, water in, 4 week RV OK, \$111,700! Lakeside, 2.6 acres, paved access, \$100,000! Rockcliff, 39 acres, river access, \$80s. Buying or selling land? Call Wen Saunders (970)903-0038. Keller Williams Realty Southwest Associates www.pagosaconnection@kw.com.

All real estate advertised in this newspaper is subject to the Federal Fair Housing act of 1968 which makes it illegal to advertise "any preference, limitation or discrimination based on race, color, religion, or national origin, or an intention, to make such preference, limitation or discrimination."
This newspaper will not knowingly accept any advertising for real estate which is in violation of the law. Our readers are hereby informed that all dwellings advertised in this newspaper are available on an equal opportunity basis.

PagosaSUN.com

THE DEMOCRATIC PARTY



HERE ARE A FEW OF THE ISSUES WE CARE ABOUT:

Health Care

Quality, affordable health care is a right not a privilege. Where is the Republicans' plan, which they have been "working on" for a decade?

Social Security

Trump wants to permanently repeal the payroll tax, the only dedicated funding for Social Security, leaving the program broke by 2023.

Social & Economic Justice

All people deserve respect and to live in dignity and security – women, men, old, young, people of color, LGBTQ, the handicapped, immigrants. Poverty and hunger have no place in the World's richest nation. And while we support law enforcement, black lives DO matter.

Climate Change

Megadrought, raging wildfires, extreme heat, rising sea levels - Our planet is on an unsustainable path. We must reverse this for our children and grandchildren and create millions of good "green" jobs along the way.

Public Lands

Outdoor recreation is a billion-dollar industry in Colorado and a major driver for Archuleta County's economy. We must safeguard OUR lands for today and future generations.

Student Debt

Debt is strangling our young adults. We must find relief for them and make college and vocational education more affordable.

**IF YOU ALSO CARE ABOUT THESE ISSUES AND VALUE CHARACTER AND HONESTY,
VOTE BLUE UP AND DOWN THE BALLOT**

For information, visit archuletadems.org or call 970-264-2171.

Paid by the ACDP, R. Herman, Chair, and D. Butcher, Treasurer.