



## CEMS December Luncheon – Hybrid Format

### Ethical Considerations for Environmental Lawyers in 2025

Jane B. Cox, Shareholder/Partner, Recht Kornfeld PC

Tuesday, December 9, 2025, 11:45am-1pm

In Person Location: *Davis Graham LLP*

#### *CEMS December Luncheon (Hybrid Format) Details and Registration*

Please join us in person if you are able, or virtually if you prefer!

*CEMS has received one (1) **ETHICS CLE** credit for this presentation.*

A discussion of ethics issues when the lawyer’s client is an entity, ethics issues specific to government lawyers, and current trends in the practice of law affecting environmental (or all) lawyers.

Jane (“Janie”) Cox is a Shareholder at Recht Kornfeld, PC. Her practice focuses exclusively on legal ethics, attorney and judicial discipline defense, and ethics issues in government. She enjoys working with lawyers in all practice areas to navigate ethical challenges, and implement best practices to avoid them.

For full topic information, speaker biography, and *registration options* follow this [link](#).

**In Person Location:** Davis Graham, 3400 Walnut Street, Suite 700, Denver, CO, 80205 ([map it](#)). Guests will check-in with the security guard on the first floor of the building, he will then let folks up to the 6th floor. Parking and entrance information [here](#).

For reservation information, box lunches, webinar, please follow this [link](#).

**Sponsorship:** CEMS accepts sponsorships to defer expenses associated with its webinar series. *Sponsorships are also accepted to fund the Scholarship Fund.* Information about sponsorship can be found here: [Sponsorship Program](#)

**Notice:** CEMS would like to thank Davis Graham LLP for the use of meeting space and would like to emphasize that the use of Davis Graham space does not constitute endorsement of CEMS, sponsors of CEMS functions, or the content of CEMS workshops or meetings.

There is still time to register for the CEMS November 18 virtual presentation titled “Understanding A.I.: Foundations and Forensic Applications” by Dr. Thomas Geeza, Project Professional and Raphael Siebenmann, P.E. (GA), GISP, Senior Principal, Geosyntec Consultants.

Tuesday, **November 18**, 2025, 11:45am-1pm

Registration and details can be found [here](#). One (1) general CLE has been received for this presentation.

## *From the Board... Reflections on a Year of Progress and Perspective by Glen Vallance, CGRS, Inc*

As we approach the end of the year, I find myself reflecting on what has been a rewarding and meaningful period for the Colorado Environmental Management Society. Serving as President has been an honor, and I am continually reminded of the strength of our professional community, built on collaboration, commitment, and a shared dedication to advancing environmental stewardship across Colorado.

This past year brought both successes and challenges, each of which has strengthened the organization. We began with the Confluence event, which united several environmental organizations in a spirit of cooperation and shared purpose. In the spring, our wildlife-themed movie night provided a creative and engaging way to bring members together. The annual CEMS Scholarship Golf Tournament raised funds to support Colorado students pursuing environmental studies, continuing a tradition that connects our professional work to the next generation. Our fall conference, Colorado's Innovative Environmental Leadership in the Face of Federal Regulatory Changes, featured former Governor Bill Ritter and an impressive group of speakers who addressed timely and complex issues shaping our field. We also launched a new CEMS website that modernized how members access events, resources, and information.

Like many volunteer-led organizations, we have faced challenges maintaining consistent engagement, balancing professional responsibilities with committee work, and ensuring that our programs continue to provide value. Yet through those challenges, we have demonstrated the dedication, adaptability, and teamwork that make CEMS a respected and enduring organization.

Our board and committee members deserve sincere appreciation for their professionalism, reliability, and hard work. Their collective efforts keep CEMS strong and ensure the organization continues to serve the needs of Colorado's environmental community. I also want to thank our sponsors and members for their continued support and participation. Your involvement is what keeps this organization moving forward.

### **Glen Vallance**

President, 2025

Colorado Environmental Management Society

*Glen Vallance is a Principal and Environmental Services Manager at CGRS's corporate headquarters in Fort Collins, Colorado, who brings over 20 years of expertise in environmental consulting. His current focus is on site assessment and remediation, but his experience is diverse, encompassing surface water quality studies, petroleum storage tank consulting, Phase I and II ESAs, soil, soil gas and groundwater assessment, aquifer characterization, and regulatory compliance. Glen is a graduate of Colorado State University's Natural Resources Department with a bachelor's degree in Watershed Science.*

## **2025 CEMS OFFICERS:**

**President:** Glen Vallance, CGRS, Inc., (970)-493-7780, [glen@cgrs.com](mailto:glen@cgrs.com)

**Vice President:** Evan Singleton, Spencer Fane LLP, (720)760-2211, [esingleton@spencerfane.com](mailto:esingleton@spencerfane.com)

**Secretary:** Karen Trantow Lim, CDH Consulting, LLC, (303)501-3415, [ktrantowlim@cdhconsult.com](mailto:ktrantowlim@cdhconsult.com)

**Treasurer:** John Fontana, Vista GeoScience, (303)277-1694, [jfontana@vistageoscience.com](mailto:jfontana@vistageoscience.com)

**Past President:** Suzanne Gabriele, Geosyntec Consultants, (303)790-1340, [SGabriele@Geosyntec.com](mailto:SGabriele@Geosyntec.com)

**CDPHE Liaison:** Ian Contreras, P.G., CDPHE, (303) 692-2136, [ian.contreras@state.co.us](mailto:ian.contreras@state.co.us)

**OPS Liaison:** Tom Fox, CDLE; Division of Oil and Public Safety, (720)346-1885, [tom.fox@state.co.us](mailto:tom.fox@state.co.us)

**US EPA Liaison:** Jeffrey Fitzgibbons, US EPA Region 8, (303)312-6633, [Fitzgibbons.Jeffrey@epa.gov](mailto:Fitzgibbons.Jeffrey@epa.gov)

### **Board Members:**

Melissa Armstrong, Integral Consulting, Inc., (303)596-8093, [marmstrong@integral-corp.com](mailto:marmstrong@integral-corp.com)

Rachel Blomberg, Independent Consultant, (720)418-9317, [rblomberg4@gmail.com](mailto:rblomberg4@gmail.com)

Tom Fox, CDLE: Division of Oil and Public Safety, (720)346-1885, [tom.fox@state.co.us](mailto:tom.fox@state.co.us)

Peter Jaacks, Jewell Jimmerson Natural Resources Law LLC, (303) 513-4653, [pjaacks@jijnrlaw.com](mailto:pjaacks@jijnrlaw.com)

Michael Whelan, PE, Anchor QEA, LLC, (303)952-4850, [mwhelan@anchorqea.com](mailto:mwhelan@anchorqea.com)

Kevin Wolfe, Stantec Consulting Services, (607)339-7380, [kevin.wolfe@stantec.com](mailto:kevin.wolfe@stantec.com)

### **COMMITTEE CHAIRPERSON(S):**

#### **Monthly Programs:**

Michael Whelan, PE, Anchor QEA, LLC, (303)952-4850, [mwhelan@anchorqea.com](mailto:mwhelan@anchorqea.com)

#### **Spring Movie Event:**

Monica Genadio, Kleinfelder, Inc., (720)936-1694, [mgenadio@gmail.com](mailto:mgenadio@gmail.com)

#### **Fall Conference:**

Melissa Armstrong, Integral Consulting, Inc., (303)596-8093, [marmstrong@integral-corp.com](mailto:marmstrong@integral-corp.com)

Dresden Kinnaird, CGRS, Inc., (970)-493-7780, [dkinnaird@cgrs.com](mailto:dkinnaird@cgrs.com)

#### **Golf:**

Kevin Wolfe, Stantec Consulting Services, (607)339-7380, [kevin.wolfe@stantec.com](mailto:kevin.wolfe@stantec.com)

#### **Scholarship:**

Rachel Blomberg, Independent Consultant, (720)418-9317, [rblomberg4@gmail.com](mailto:rblomberg4@gmail.com)

Kevin Wolfe, Stantec Consulting Services, (607)339-7380, [kevin.wolfe@stantec.com](mailto:kevin.wolfe@stantec.com)

#### **Nominations/Bylaw:**

Suzanne Gabriele, Geosyntec Consultants, (303)790-1340, [SGabriele@Geosyntec.com](mailto:SGabriele@Geosyntec.com)

Glen Vallance, CGRS, Inc., (970)-493-7780, [glen@cgrs.com](mailto:glen@cgrs.com)

#### **Membership:**

Paul Gruca, Weaver Consultants Group, (312)478-8972, [pgruca@wcgrp.com](mailto:pgruca@wcgrp.com)

**Administrative Assistant:** Juliana Reid, [admin@coems.org](mailto:admin@coems.org)

## Candidates for CEMS Board – 2026

The Nominations Committee has collected nominations for the election of CEMS Officers and Board Members for 2026. Based on those nominations, the Committee has recommended, and the CEMS Board of Directors has approved, the following slate of candidates. The annual meeting and election will be held during the December 9, 2025, luncheon/webinar. The election shall be decided by a majority of the members present at the event.

### OFFICERS

President: **Evan Singleton**, Spencer Fane LLC

Vice-President: **Michael Whelan**, Anchor QEA, LLC

Secretary: **Karen Trantow Lim**, CDH Consulting, LLC

Treasurer: **John Fontana**, Vista GeoScience LLC

Past President: **Glen Vallance**, CGRS, Inc.

### BOARD OF DIRECTORS

*Subject to election (for two-year term, 2026-2027):*

**Rachel Blomberg**, Independent Consultant

**Tom Fox**, CDLE Division of Oil and Public Safety

**Paul Gruca**, Weaver Consultants Group, LLC

*Not subject to election (currently serving two-year term, 2025-2026):*

**Melissa Armstrong**, Integral Consulting, Inc.

**Peter Jaacks**, Jewell Jimmerson Natural Resources Law LLC

**Kevin Wolfe**, Stantec Consulting Services

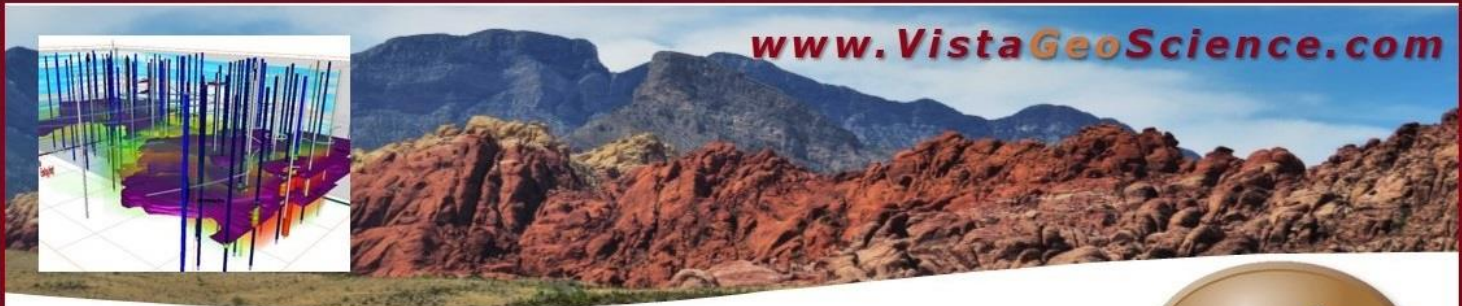
*Liaison Positions (appointed by the Board and not subject to vote by the full membership):*

CDPHE Liaison: **Ian Contreras**, CDPHE

US EPA Liaison: **Jeffrey Fitzgibbons**, US EPA Region 8

OPS Liaison: **Tom Fox**, CDLE Division of Oil and Public Safety

## CEMS Lunch & Webinar Meeting/Newsletter Sponsors



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**John Fontana, CPG, CWD**  
JFontana@VistaGeoScience.com    Licensed: CO, UT, NE, SD, KS, NM, TX, OK, MT    Corporate Office: 303.277.1694

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Please follow the links to the webinar advertising and sponsorship page:

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Or email [admin@coems.org](mailto:admin@coems.org)



### CEMS has a New LinkedIn Corporate Landing Page

CEMS is updating to a new LinkedIn page. Follow us [HERE](#).

## **CEMS REGULATORY UPDATE FEDERAL AND STATE ACTIONS IMPACTING COLORADO**

**By Pete D. Jaacks**

**Jewell Jimmerson Natural Resource Law LLC**

**December 2025**

On September 29, 2025, the White House Council on Environmental Quality (CEQ) [issued](#) key guidance to federal agencies on implementation of the National Environmental Policy Act (NEPA). In a memorandum titled *Implementation of the National Environmental Policy Act*, CEQ provides guidance to federal agencies on establishing or revising their agency-specific NEPA procedures. The guidance includes a template agencies are encouraged to follow for such procedures, although CEQ clarified that neither are mandatory or binding on federal agencies. They are only intended to clarify NEPA requirements and promote consistency as to its implementation. The guidance begins by providing an overview of NEPA, including a discussion of recent amendments to the statute and recent case law as relevant to agency implementation of NEPA. Of particular note, the guidance addresses recently-enacted section 112 of NEPA, titled “Project Sponsor Opt-in Fees for Environmental Reviews,” which allows project sponsors to pay a fee of 125 percent of the anticipated costs to prepare the environmental assessment or environmental impact statement in exchange for expedited NEPA review deadlines. The guidance also provides a detailed analysis of the Supreme Court’s recent opinion in *Seven County Infrastructure Coalition v. Eagle County, Colorado*, emphasizing that an agency scoping “must consider the proposed action at hand and *that action’s* effects,” and that “an agency is not required by NEPA to analyze environmental effects from other projects separate in time, or separate in place, or that fall outside of the agency’s regulatory authority, or that would have to be initiated by a third party.” The guidance states that federal agencies must revise their NEPA implementing procedures to account for recent NEPA developments, including the 2025 statutory amendments providing for the Project Sponsor Opt-in Fee and caselaw. The guidance also provides that agencies should continue to follow their existing practices and procedures for implementing NEPA, consistent with applicable law, while the revisions are ongoing.

The Colorado Department of Public Health and Environment (CDPHE) is preparing updates to its State Implementation Plan (SIP) for ozone in the Denver Metro / North Front Range area including northern Weld County. In July 2025, the Colorado Air Quality Control Commission (AQCC) agreed to hold a [rule-making](#) hearing in November 2025 to adopt revisions to the SIP and auxiliary regulations (Regulations 3, 7, 11, 25, 26) to bring the state into compliance for the 2015 federal ozone standard. The rule-making is tied to the “Serious” nonattainment classification for the 2015 ozone NAAQS, with an attainment deadline of August 3, 2032. The hearing is currently set for November 19-21, 2025.

On October 16, 2025, the U.S. Environmental Protection Agency’s (EPA) Office of Land and Emergency Management (OLEM) [issued](#) the *Residential Lead Directive for CERCLA Sites and RCRA Hazardous Waste Cleanup Program Facilities*. This guidance addresses lead-contaminated soil on residential properties at sites governed by the Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA) and the Resource Conservation and Recovery Act (RCRA) hazardous waste cleanup programs. The Directive represents a significant shift in EPA’s approach to residential lead cleanup, establishing nationally uniform cleanup and screening benchmarks, promoting integration of institutional controls, and introducing streamlined processes to promote consistency and expedite remediation. Actions under the Directive include: (1) a Regional Screening Level (RSL) of 200 parts per million (ppm) and a Removal Management Level (RML) of 600 ppm, replacing prior regional-specific standards; (2) Preliminary Remediation Goals (PRGs) are derived from a target children’s blood lead level (BLL) of 5 micrograms per deciliter ( $\mu\text{g}/\text{dL}$ ); and (3) promoting combining engineering controls, such as soil excavation, replacement, or capping, with institutional measures, including deed restrictions, local ordinances, and public notifications, to ensure both short- and long-term protectiveness.

**Presentation Opportunities for Upcoming CEMS Meetings**

The CEMS Program Committee is currently searching for "interesting, topical and informative" presentations for our meetings in 2026. This is a great opportunity to network with your peers, share information and technology, and become more involved with the environmental community. CEMS is interested in a variety of topics relevant to environmental and natural resources professionals. Each monthly presentation is roughly 50 minutes, followed by a question-and-answer period.

If you or someone you know is interested in presenting at our monthly meetings, or our annual conference, please feel free to contact our Programs Committee: Chairperson Michael Whelan at [mwhelan@anchorqea.com](mailto:mwhelan@anchorqea.com).

**Are you a lawyer, looking for CLEs?**

**CEMS offers a very inexpensive way to earn those needed CLEs.**

**Just RSVP on the luncheon meeting link and attend.**

**MEMBERSHIP – RENEWALS & NEW MEMBERS****New Individual**

Eric Penick, Marsh

Reza Rezazadeh, Independent Consultant

**Renewal Individual**

Lacey Broeder, Apex Companies, LLC

Jody Glennon, Olsson

Ehren Koelsch, RK Water, LLC

Jake Levin, Polsinelli

**Corporate Renewal****Alpine Remediation, Inc.**

Jeff Baker

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Evan Downs

Tiffany Hurst

Thomas Morris

Derrick Perez

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Andy Steere

Matt Steere

**Environmental Works, Inc.**

Steve Brauner

Alex Chapin

Kelly Frank

Nick Godfrey

Jeff Grana

Mark Hansen

Adam Kubat

Evan Madden

Maggie Mandell

Jay Perry

Kyle Resseguie

Todd Shannon



## CU Denver – Hydrologic, Environmental, and Sustainability Engineering Registration

Fall 2025 graduate course registration is now underway in [Hydrologic, Environmental, and Sustainability Engineering](#) (HESE) at CU Denver. Registration for Spring 2026 starts now. Please register by January 15 to ensure enrollment.

### **CVEN-5333 Surface Water Hydrology**

Instructor: David Mays, P.E., Ph.D.

Tuesday/Thursday 5:00-6:15 pm starting Tuesday 1/20<sup>th</sup>

<https://engineering.ucdenver.edu/dmays/5333>

### **CVEN-5401 Introduction to Environmental Engineering**

Instructor: Arun Karunanithi, Ph.D.

Tuesday/Thursday 3:30-4:45 pm starting Tuesday 1/20<sup>th</sup>

→ *Cross listed with undergraduate course CVEN-3401*

### **CVEN-5426 Pipe Network and Sewer Design**

Instructor: Matthew Hayes, P.E.

Monday/Wednesday 3:30-4:45 pm starting Wednesday 1/21<sup>st</sup>

→ *Cross listed with undergraduate course CVEN-4426*

Some department news here: As you may know, for the first time since CU Denver was founded in the 1970s, we have changed our name to the Department of Civil Engineering and Construction to recognize our two ABET-accredited undergraduate programs in construction. One could include a construction graduate class as an elective in our HESE graduate program.

If anyone needs more information, please ask them to contact me directly—I would be delighted to help you, or your colleagues, to create a customized plan for advanced study in engineering.

**David C. Mays, P.E., Ph.D.**

**Associate Professor**

**Department of Civil Engineering**

**University of Colorado Denver**

**303-315-7570**

[david.mays@ucdenver.edu](mailto:david.mays@ucdenver.edu)

<https://engineering.ucdenver.edu/dmays>

[Instagram](#) [LinkedIn](#)