



**CITY AND COUNTY OF DENVER**  
PRIVILEGED AND CONFIDENTIAL WORK PRODUCT

MICHAEL B. HANCOCK  
Mayor

To: Michael B. Hancock  
From: Romaine Pacheco, Director  
Date: August 5, 2022

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BOARD: Career Service Board

POC: Kathy Nesbitt

**BACKGROUND:**

Members – 5  
Terms – 5 Years  
Confirmation – Yes

The Board, pursuant to its own rulemaking procedures, adopt, administer and enforce rules necessary to foster and maintain a merit-based personnel system that includes, but is not limited to rules concerning the conduct of competitive examinations of competence, probationary periods, grievance procedures, and appeals from actions of appointing authorities of the Board and any hearing officers appointed by the Board.

**RECOMMENDATION:**

Michelle DeVoe, Denver (F)(C) for a term expiring September 15, 2027, appointed.

**ACTION NEEDED:**

           Appoint DeVoe

           Please provide additional candidates to consider.



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## BAC-7179

### Contact Information

|                        |                        |  |                         |
|------------------------|------------------------|--|-------------------------|
| <b>Contact Name</b>    | Michelle DeVoe         | <b>Home Address</b>                          | 4127 E 17th Avenue Pkwy |
| <b>Preferred Phone</b> | 7208391972             | <b>Home City</b>                             | Denver                  |
| <b>Preferred Email</b> | michelle@devoe-law.com | <b>Home State</b>                            | CO                      |
| <b>Other Phone</b>     |                        | <b>Home Zip</b>                              | 80220                   |
| <b>Other Email</b>     | michelle@devoe-law.com | <b>County</b>                                | Denver                  |
| <b>DOB</b>             | [REDACTED]             | <b>Hispanic or Latino origin or Descent?</b> | No                      |
| <b>SSN</b>             | [REDACTED]             | <b>Race/Ethnicity</b>                        | Caucasian               |
| <b>Gender</b>          | Female                 | <b>Other Ethnicity</b>                       |                         |
| <b>Other Gender</b>    |                        | <b>Salutation</b>                            | Mrs.                    |

### Board Information

|                        |                      |   |  |
|------------------------|----------------------|---|--|
| <b>Board Name</b>      | Career Service Board | <b>Other boards or commissions served</b> |  |
| <b>Status</b>          | New                  | <b>Resigned</b>                           |  |
| <b>Term Start Date</b> |                      |   |  |
| <b>Term End Date</b>   |                      |   |  |

### Work Information

|                         |                        |                     |                             |
|-------------------------|------------------------|---------------------|-----------------------------|
| <b>Employer</b>         | DeVoe Law, LLC         | <b>Work Address</b> | 3900 E. Mexico Ave, Ste 300 |
| <b>Position</b>         | Partner                | <b>Work City</b>    | Denver                      |
| <b>Business Phone #</b> | 7208391972             | <b>Work State</b>   | CO                          |
| <b>Work Email</b>       | michelle@devoe-law.com | <b>Work Zip</b>     | 80210                       |

### Additional Information

|  |        |                                  |    |
|--|--------|----------------------------------|----|
| <b>Are you a registered voter?</b>     | Yes    | <b>Objection to appointment?</b> | No |
| <b>If so, what county?</b>             | Denver | <b>Special Information</b>       |    |
| <b>Denver City Council District No</b> | 8      |                                  |    |

### Education and General Qualifications

|  |                      |  |                  |
|--|----------------------|--|------------------|
| <b>Name of High School</b>             | Lone Oak High School | <b>Name of Graduate School</b>             | Emory Law School |
| <b>Location of High School</b>         | Paducah, KY          | <b>Location of Graduate School</b>         | Atlanta, GA      |
| <b># of Years Attended High school</b> | 4                    | <b># of Years Attended Graduate School</b> | 3                |
| <b>Did you Graduate</b>                | Yes                  | <b>Did you Graduate</b>                    | Yes              |

**High School**

**Name of College** University of Kentucky  
**Location of College** Lexington, KY  
**# of Years Attended College** 4  
**Did you Graduate College** Yes  
**Undergrad Major** Finance and Accounting

**Graduate Major** Juris Doclorate

**Reference Details**

**Reference Name #1** Jeanine Anderson **Reference Email #1** jeanine@andersonbarkdaylaw.com  
**Reference Phone #1** 720-987-3113 **Reference Address #1**

**Reference Name #2** Avra Morgan **Reference Email #2** avra.morgan@gmail.com  
**Reference Phone #2** 303-570-2670 **Reference Address #2**

**Reference Name #3** Amy Ruhl **Reference Email #3** amy.ruhl@moyewhite.com  
**Reference Phone #3** 303-292-7937 **Reference Address #3**

**Agree to a background check**

**Owner** Romaine Pacheco

**Created By** Denver Integration, 4/9/2021 2:25 PM

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**Notes & Attachments**

**Bio.DOCX**

**Type Attachment**  
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**M.DeVoe Resume.pdf**

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**Last Modified** Denver Integration  
**Description**

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## MICHELLE C. DEVOE, PARTNER DEVOE LAW. LLC



### EXPERTISE

Environmental and Regulatory Law, Natural Resources, Litigation, Business Matters

### EDUCATION

Emory University School of Law, J.D., 1995  
University of Kentucky, B.A., 1992

### ADMITTED IN

Colorado and Georgia

Michelle DeVoe is the co-founder of boutique environmental, regulatory, and business law firm. As a new firm owner, Ms. DeVoe is responsible for firm management including client development and relations, budgets, billing and collections, website management and other firm administration.

Her legal practice focuses on environmental litigation, environmental and energy compliance matters, oil and gas regulatory and compliance matters, and transactional work. Ms. DeVoe's representation encompasses a variety of industries including oil and gas production companies, real estate and development entities, municipalities, ski resorts (both compliance and acquisition issues), iconic hotels and resorts, private equity funds and industrial facilities. She regularly counsels clients on environmental liability and compliance concerns. She also represents real estate and development clients in transactional matters involving environmental issues on contaminated property, including the preparation of remediation plans and the acquirement of environmental insurance as necessary to protect a client's interest.

Ms. DeVoe earned her undergraduate degree from the University of Kentucky and her J.D., with honors, from Emory University School of Law. While at Emory, she served as managing editor of the *Emory Bankruptcy Development's Journal*. Ms. DeVoe regularly speaks on issues of environmental and energy law and recently participated presented at the Colorado Bar Association

Real Estate Symposium on environmental implications in real estate and corporate transactions. Ms. DeVoe was named by the *Denver Business Journal* as one of Denver's outstanding "Forty under Forty" business professionals. She currently serves on the board of directors for City Year Denver and has previously worked with other non-profits, including The Women's Foundation and Project PAVE. Ms. DeVoe is also active with the Colorado Women's Bar Association and recently joined its Professional Advancement Committee.

Prior to joining DeVoe Law, Ms. DeVoe practiced at national law firms in Denver and Atlanta. From 1998 to 2002, she served as general counsel for the Upper Chattahoochee Riverkeeper, a nonprofit environmental organization in Atlanta. Ms. DeVoe is admitted to practice in both Colorado and Georgia.

### REPRESENTATIVE MATTERS

- Counsel for oil and gas companies in administrative proceedings before the Colorado Oil and Gas Conservation Commission to overhaul the State oil and gas regulations.
- Negotiation and advice on the development and implementation of voluntary cleanup plans, funding agreements, and other details for a municipality as the current owner of a former manufactured gas plant site and of a historic former fluorspar processing facility.

**MICHELLE C. DEVOE, PARTNER**  
**DEVOE LAW. LLC**

- Environmental transactional and compliance counsel for a national private equity group that owns and operates light industrial and commercial properties across the country.
- Environmental transactional counsel representing purchaser of a ski resort and water park on the East Coast, including negotiation of remediation plan and escrow agreement to address environmental issues discovered during due diligence. Worked with client and regulatory agencies to resolve permitting and compliance issues to facilitate the transaction. Continued to work with the client to address ongoing permitting and compliance issues at the resort.
- Counsel to a major oil and gas producer on EPA investigation and cleanup issues at a Wyoming gas field with an extensive drilling and production history. The site has been the subject of nationwide press coverage and intense regulatory scrutiny.
- Represented the developer of a high-profile brownfields redevelopment cleanup near the Stapleton neighborhood.
- Negotiated an environmental remediation plan and environmental indemnity provisions to protect the interests of a major ski resort in the purchase of a transportation company.
- Sued the U.S. Armed Forces on behalf of a national homebuilder in a CERCLA cost recovery action to recover costs incurred to remediate unexploded ordinance at a former military installation.
- Sued the U.S. Air Force on behalf of a coalition of homebuilders in a case of first impression under Section 330 of the Defense Authorization Act for costs incurred to clean up asbestos in the soil of a former U.S. Air Force base.
- Represented a coalition of homebuilders in defense of a national stormwater enforcement action brought by the U.S. EPA.
- Sued the U.S. on behalf of the largest agricultural water district in the country in an ESA and NEPA challenge to biological opinions issued by the U.S. Fish and Wildlife Service and the National Marine Fisheries Service.
- Defended a Colorado uranium mining and milling company in a challenge to its state surety bond and reclamation plans. Represented the same uranium company through the regulatory process for decommissioning its Colorado uranium milling facility.