



**COLORADO DEPARTMENT OF LABOR AND EMPLOYMENT  
DIVISION OF LABOR STANDARDS AND STATISTICS**

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December 14, 2023

File No. 20664

IN THE MATTER OF )  
 )  
AN ELECTION TO AUTHORIZE )  
A COLLECTIVE BARGAINING UNIT )  
 )  
Pueblo County and the Pueblo County Sheriff's Office )  
 )  
and )  
 )  
International Brotherhood of Police Officers )

**CERTIFICATE**

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**CERTIFICATE OF ELECTION RESULTS**

Pursuant to the Notice of Election issued by the Division of Labor Standards and Statistics in the Department of Labor and Employment ("Division") on December 7, 2023, the undersigned does hereby certify that a secret ballot election was conducted in-person to determine whether certain employees of Pueblo County and the Pueblo County Sheriff's Office wish to be represented for purposes of collective bargaining by the International Brotherhood of Police Officers (IBPO). The Division counted the ballots for the representation election, with the following election results.

Number of qualified voters	<u>232</u>	
Number of ballots cast		<u>141</u>
Number of ballots sequestered/challenged	<u>10</u>	
Number of blank/void ballots	<u>0</u>	
Total void and challenged/sequestered ballots	<u>10</u>	
Total valid unchallenged ballots		<u>141</u>
Votes cast for IBPO representation	<u>139</u>	
Votes cast against IBPO representation	<u>2</u>	

The undersigned hereby finds, based on the tabulation of votes above, that a majority of the employees DID vote to authorize a collective bargaining unit exclusively represented by the International Brotherhood Of Police Officers pursuant to the Collective Bargaining by County Employees Act (COBCA) and applicable rules.

IN WITNESS WHEREOF, the undersigned, as the designee for the Director of the Division, has caused this Certificate of Election Results to be duly executed on December 14, 2023.

By: Joann Long  
Joann Long  
Labor Relations Program Manager