



ABLAO LAW LLC

TERESA ABLAO ATTORNEY AT LAW

February 9, 2015

City of Commerce City
Attn: Jackie Banks
7887 E. 60th Ave.
Commerce City, CO 80022

Dear Ms. Banks:

I was excited to the city's posting for a hearing officer to act as the local liquor licensing and marijuana authority. I believe I am uniquely qualified to apply for the position and would serve the city well. I have been practicing law since 1988. I currently sit as the local licensing authority for the town of Windsor and have previously served as a medical marijuana licensing hearing officer for the city of Boulder. I am currently working full-time as an assistant city attorney for the city of Loveland. My duties include legal advisor for police, fire, code enforcement, risk management (claims and litigation), municipal court and liquor authority prosecution, and drafting ordinances for city council. I also hold part-time positions with a number of municipalities as presiding judge (Wellington and Hudson), associate/relief judge (Fort Collins, Greeley and Windsor), and hearing officer for neighborhood services (Commerce City, Greeley and Fort Collins). I also attend trainings to keep current on areas of law for which I am responsible. Most recently, I attended the CACP training conference on "Marijuana Impact on Public Health and Safety in Colorado" held January 14-16, 2015 in LoneTree, CO.

Though I am fairly busy with these assignments, I do have the ability to serve Commerce City; my schedule is flexible and I am certain that I can fulfill the duties required of a hearing officer for Commerce City. I believe I am fair, even-tempered and able to make consistent decisions based on facts and the law. I understand the necessity of allowing people the opportunity to present their side of an issue and the importance of making a good and complete record in the event of an appeal.

I presume this position to be in the nature of independent contractor on a year to year basis. That is, no withholding, no leave time or other benefits. In terms of fees, I propose \$145 an hour. If hearings are canceled, continued, or vacated on the day of a scheduled hearing, I would charge one hour of time.

I have attached my resume, statement of qualification, and list of references for your consideration. I hope to bring my experience and skills to continue providing quality service to the citizens of Commerce City. I look forward to hearing from you.

Sincerely,

Teresa "Tree" Ablao

**STATEMENT OF QUALIFICATIONS FOR THE POSITION
OF COMMERCE CITY HEARING OFFICER**

1. Statement of Qualifications for Teresa "Tree" Ablao:

For the past 13 plus years, I have been the presiding judge for the Town of Wellington. I am also the associate/relief judge for the City Fort Collins, City of Greeley and the Town of Windsor. In addition, I serve as Windsor's Local Liquor Licensing Authority. I also serve Commerce City as an administrative hearing officer to adjudicate protests of civil infractions and appeals of the Building Services director's decisions in a quasi-judicial setting by interpreting various municipal and land use/development code provisions. Most recently, I have been appointed to serve the Town of Hudson as presiding municipal judge. I have previously served the City of Boulder as a hearing officer to hear medical marijuana business license appeals, as well as have served as both presiding judge and relief judge for the Town of Timnath.

I am fair, even-tempered and able to make decisions based on facts presented and the requirements of the Code. I have experience in maintaining control of the courtroom and hearings, even when emotions of the litigants are high. I am also prompt in my decisions and know how to make a good and complete record in the event of an appeal to district court.

Additionally, I have extensive experience with municipal courts in other jurisdictions, both statutory and home-rule municipalities. I have appeared as a special prosecutor and also as court-appointed defense counsel in numerous municipal courts including Loveland, Greeley and Fort Collins. I have thoroughly enjoyed municipal law and wish to continue administering justice at the municipal level and render decisions that take into account both the law and the impact the decision may have on all parties and the community.

I have a strong work ethic and a reputation for high quality work, integrity and a commitment to enforcing the laws and ordinances as written. I believe that following the rules of law and ordinances are necessary for citizens to enjoy a high quality life in the community in which they live. Because of that, it is important for a hearing officer to fashion sentences that are unique to each case and to each defendant and should serve the following purposes:

- Deterrence, rulings should be swift and firm to send a message to the offender and others in the community that non-compliance has consistent and real consequences;
- Rehabilitation, to ensure an offender obtains appropriate available services that may help prevent future compliance issues (such as responsible alcohol vendor/server training)

2. Licensing and continuing legal education information:

I have been licensed to practice law by the Colorado Supreme Court since 1988 and have remained in good standing. I am also licensed to practice before the Federal District Court for the District of Colorado since 2004. To keep abreast of changes and trends in municipal law, I regularly

attend the Colorado Municipal League conferences, most recently in Breckenridge in the fall of 2014. I also regularly attend the Colorado Municipal Judges Association conferences, most recently the fall 2014 conference in Snowmass, CO. In addition, I attended the CACP training conference on "Marijuana Impact on Public Health and Safety in Colorado" held January 14-16, 2015 in LoneTree, CO. In previous years, I have attended the Colorado Municipal Judges Association conferences in Palisade, CO in 2013, Estes Park in 2012, Vail in 2011, in Grand Junction in 2008 and in Crested Butte in 2004. I also attended the Colorado Municipal League annual conference each year from 1995 through 2009 and again in 2012 and 2014.

3. References

Brad March, Town Attorney, Wellington, CO (970) 482-4322 bmarch@bmarchlaw.com
Lisa Poppaw, Councilmember, Fort Collins, CO (970) 817-0587 lpoppaw@fcgov.com
Ian McCargar, Town Attorney, Windsor, CO (970) 674-2492 imccargar@windsorgov.com
Raymond Patch, Mayor, Hudson, CO (303) 536-9311 mayor@hudsoncolorado.org

Other Professional References:

Patti Garcia, Town Clerk, Windsor, CO (970) 674-2404 pgarcia@windsorgov.com
Becky Utecht, Municipal Court Clerk, Hudson, CO (303) 536-9311 butecht@hudsoncolorado.org
Patricia Netherton, Court Administrator, Fort Collins, CO (970) 221-6801 pnetherton@fcgov.com
Aimee Jensen, Liquor Authority Secretary, Fort Collins, CO (970) 221-6515 ajensen@fcgov.com
John Bowen, Court Administrator, Greeley, CO (970) 350-9242 john.bowen@greeleygov.com

4. Resume: Attached.

Teresa Ablao
Attorney at Law

2061 Shavano Pl. Loveland, CO 80538
970-420-2049 treeab@gmail.com

EDUCATION and LICENSES

- Juris Doctor, University of Colorado May 1988
- B.S. *cum laude*, Western Michigan University December 1984
- Admitted to the Colorado Bar October 1988
- Federal District Court-Colorado December 2004

EXPERIENCE

Municipal Judge Wellington, Colorado. May 2001 to present.

- Administer judicial operations for the Town according to the ordinances adopted by the Town Board of Trustees. Cases adjudicated include adult and juvenile civil infractions, misdemeanors, petty offenses and traffic violations.

Municipal Judge Hudson, Colorado. April 2014 to present.

- Administer judicial operations for the Town according to the ordinances adopted by the Town Board of Trustees. Cases adjudicated include adult and juvenile civil and criminal ordinance violations.

Associate Municipal Judge Fort Collins, Colorado. July 2012 to present.

- Preside over Photo Radar/Red Light trials and civil and animal infraction hearings and in the absence of the Municipal Judge administer other Municipal Court proceedings according to the ordinances adopted by the City Council.

Associate Municipal Judge Windsor, Colorado. January 2011 to present.

- Administer Municipal Court proceedings for the Town according to the ordinances adopted by the Town Board of Trustees in the absence of the Municipal Judge.

Associate Municipal Judge Greeley, Colorado. September 2014 to present.

- Preside over Municipal Court proceedings and Neighborhood Code Enforcement administrative hearings as relief judge in the absence of the presiding Judge.

Liquor Licensing Authority Windsor, Colorado. June 2013 to present.

- Make all quasi-judicial and administrative determinations pertaining to the issuance, transfer, renewal, suspension and revocation of liquor licenses within the Town of Windsor corporate boundaries.

Administrative Hearing Officer Commerce City, Colorado. August 2010 to 2014.

- Interpret municipal and land use/development code provisions in a quasi-judicial setting; adjudicate protests of civil infractions and appeals of certain administrative decisions.

Administrative Hearing Officer Boulder, Colorado. August 2011 to February 2013.

- Interpreted code provisions regarding Medical Marijuana businesses in a quasi-judicial setting; adjudicated appeals of administrative decisions denying or restricting licenses.

Associate Judge Timnath, Colorado. June 2002 to 2004.

- Administered Municipal Court proceedings for the Town according to the ordinances adopted by the Town Board of Trustees in the absence of the Municipal Judge.

Assistant City Attorney Loveland, Colorado. April 2012 to present.

- Legal advisor to Loveland Police Department, Loveland Fire and Rescue Authority, Code Enforcement, Liquor Licensing Enforcement, Museum, Library and Risk Management. Draft intergovernmental agreements, contracts, policies, resolutions and ordinances for various departments. Also complete special projects for various departments and legal research as assigned by the City Attorney.

Ablao Law LLC Fort Collins, Colorado. November 2009 to present.

- Private practice of law with a current emphasis in providing judicial and quasi-judicial services to governmental entities. Previous practice emphasis areas included family law, court appointed counsel in Dependency and Neglect cases, court appointed alternate defense counsel, business and nonprofit organization, liquor licensing, wills and trusts, and civil litigation.

Senior Assistant City Attorney Fort Collins, Colorado. December 1994 to March 2010.

- Advised various City departments, conducted liquor license application reviews, prosecuted liquor violations before the Liquor Licensing Authority; supervised Municipal Court prosecution team; drafted ordinances, administrative rules and regulations pertaining to medical marijuana businesses, liquor licensing, administrative procedures for civil infractions and parking services violations; and drafted intergovernmental agreements, contracts, resolutions and ordinances for various city departments.

Deputy District Attorney Eighth Judicial District, Colorado. 1989 to 1994.

- Prosecuted traffic, petty offense, misdemeanor and felony criminal cases in county, juvenile, and district courts in the 8th Judicial District. Other duties included general training for law enforcement and litigating civil forfeiture and appellate cases.

PROFESSIONAL ASSOCIATIONS, VOLUNTEER ACTIVITIES and AWARDS

- | | |
|--|--|
| • Colorado Municipal Judges Association | • Poudre School District Advisory Team |
| • Larimer County Bar Association | • Thompson Valley Preschool, Board of Directors |
| • Colorado Bar Association | • Laramie River Valley Rendezvous, Executive Board member |
| • Colorado Women's Bar Association | • Childsafe, Inc., Past Board President |
| • Asian Pacific American Bar Association | • Fort Collins Police Services Meritorious Service Award 2003 |
| • 8th Judicial District Judicial Nominating Committee | • Metro Municipal Attorneys Association 2005 Outstanding Assistant City Attorney Award |
| • CML Juvenile Justice Committee | • Loveland Fire Rescue Authority Citizen Service Award 2013 |
| • Juvenile Services Planning Commission-Senate Bill 94 | • Loveland Police Chief's Cornerstone Award 2014 |
| • National Law School Moot Court, Judge | |
| • Colorado High School Moot Court, Judge | |
| • Poudre School District Teen Court Program | |

PRESENTATIONS/LECTURES

- "Plea Bargaining-Ethical, Legal and Practical Considerations". CML Prosecutor Boot Camp, Denver, 2014.
- "Department of Human Services and Law Enforcement Obligations and Liabilities". Loveland, May 2009.
- "Animal Control Enforcement". Larimer County Humane Society, Spring 2007.
- "First Amendment and Special Event Regulations", Co-presenter. CML Conference, Crested Butte, October 2008.
- "Undue Concentration and the Colorado Liquor Code". CML Conference, Winter Park, October 2006.
- "Residential Occupancy Issues". National Symposium on Best Practices in City/University Relations, Pingree Park, June 2006.
- "Legal Issues Enforcing the Fire Code". National Association of Fire Marshals Symposium, Loveland, November 2006.
- "Dealing with Nuisances Effectively". CML Conference, Vail, June 2005.
- "Code Enforcement Investigations". Colorado Association of Code Enforcement Officers, Fort Collins, September 2005.
- "Liability of Emergency Vehicle Operators". Poudre Fire Authority, Fort Collins, April 2003.