



Commerce City

7887 E. 60th Ave.
Commerce City, CO 80022
c3gov.com

Meeting Minutes - Final

City Council

Monday, December 1, 2025

6:00 PM Council Chambers, 7887 E 60th Ave, Commerce City, CO 80022. The meeting will also be conducted in a hybrid format via Zoom. Registration link: https://c3gov.zoom.us/webinar/register/WN_MvDkMiNTRz6pK81RpdK8GA

Regular Meeting

1. Call to Order/Roll Call - 6:00 PM

A motion was made by Mayor Pro Tem Noble, seconded by Council Member Dukes, to excuse members not present. VOTE: 4 - Aye, 3 - Nay (S. Douglas, Ford, Kim), 2 - Excused (Chacon, Madera).

Present: 7 - Mayor Steven J. Douglas, Mayor Pro Tem Susan Noble, Council Member Rocky Teter, Council Member Craig Kim, Council Member Charles Dukes, Council Member Sean Ford and Council Member Kristi Douglas

Excused: 2 - Council Member Oscar Madera and Council Member Renee Chacon

2. Pledge of Allegiance

The pledge of allegiance was recited.

3. Approval of Agenda

A motion was made by Council Member Kim, seconded by Council Member Teter, to adopt the agenda as presented. VOTE:

Aye: 7 - Mayor Douglas, Mayor Pro Tem Noble, Council Member Teter, Council Member Kim, Council Member Dukes, Council Member Ford and Council Member Douglas

Excused: 2 - Council Member Madera and Council Member Chacon

4. Public Comment

[25-079](#)

Public Comment - City Council will conduct this meeting in person at the Commerce City Civic Center, 7887 E 60th Ave, Commerce City, CO 80022. There will be the opportunity for public comment at the meeting during public comment and/or for each agenda item. Comments may be consolidated under the Public Comment part of the meeting. The public can submit their comments live during the meeting in person, via Zoom, or in advance through mail or email. Visit c3gov.com/council and click on "Meeting agendas" for the full meeting agenda and "Virtual Meeting and Public Comment Instructions" for instructions on how to submit live verbal and written comments. The deadline to register via Zoom or submit written comments is noon on Monday, December 1, 2025.

Jackie Valdez spoke on drones used by the Police Department and commercial business moving into the city.

Keith Rogers spoke on traffic complaints in neighborhoods and drainage on Colorado Blvd.

5. Presentations - 6:20 PM

[Pres 25-484](#)

E-470 Presentation

Joe Donahue, E-470 Executive Director, provided a presentation on the E-470 corridor.

[Pres 25-060](#)

Oil and Gas Monthly Update

Melody Mascarenaz, Sustainability Manager, provided the Oil and Gas monthly update.

6. Consent Agenda - 7:10 PM

Mayor Pro Tem Noble requested Resolution 2025-170 be removed from the Consent Agenda and considered separately.

A motion was made by Council Member Teter, seconded by Council Member Kim, to approve the Consent Agenda, as amended. VOTE:

Aye: 7 - Mayor Douglas, Mayor Pro Tem Noble, Council Member Teter, Council Member Kim, Council Member Dukes, Council Member Ford and Council Member Douglas

Excused: 2 - Council Member Madera and Council Member Chacon

[Min 25-247](#)

Minutes of the November 17, 2025 Meeting

[Res 2025-170](#)

A RESOLUTION PROHIBITING THE USE OF GRAYWATER

A motion was made by Mayor Pro Tem Noble, seconded by Council Member Ford, that Resolution 2025-170 be adopted. VOTE:

Aye: 7 - Mayor Douglas, Mayor Pro Tem Noble, Council Member Teter, Council Member Kim, Council Member Dukes, Council Member Ford and Council Member Douglas

Excused: 2 - Council Member Madera and Council Member Chacon

[Res 2025-176](#) A RESOLUTION APPOINTING MEMBERS TO DESIGNATED BOARDS AND COMMISSIONS OF COMMERCE CITY

7. Public Hearings

[Res 2025-141](#) A RESOLUTION AUTHORIZING THE SUBMISSION OF THE CONSOLIDATED ANNUAL PERFORMANCE AND EVALUATION REPORT (CAPER) FOR THE 2024 COMMUNITY DEVELOPMENT BLOCK GRANT PROGRAM YEAR

Mayor Douglas opened the public hearing.

George Lewis, Community Programs & Projects Coordinator, provided the staff presentation to Council.

There was no public testimony on this matter.

Mayor Douglas closed the public hearing.

A motion was made by Council Member Kim, seconded by Council Member Teter, that Resolution 2025-141 be adopted. VOTE:

Aye: 7 - Mayor Douglas, Mayor Pro Tem Noble, Council Member Teter, Council Member Kim, Council Member Dukes, Council Member Ford and Council Member Douglas

Excused: 2 - Council Member Madera and Council Member Chacon

The public hearings will be conducted in a hybrid format in person and via Zoom. There will be an opportunity to testify live during the meeting or in advance via email or regular mail. Visit c3gov.com/council and click on “Virtual Meeting and Public Comment Instructions” for instructions on how to register or submit comments. The deadline to register to comment and to submit written comments is noon on Monday, December 1st. Please contact the City Clerk to request paper copies of materials.

8. Administrative Council Business

A motion was made by Council Member Ford, seconded by Council Member Dukes, directing the City Attorney's Office to obtain a third-party investigator to (a) investigate the allegations only on the remaining Council member and (b) provide Council a consolidated report and summary as set forth in CP-25, for Council's further consideration. VOTE: 5 - Aye, 2 - Nay (K. Douglas, S. Douglas), 2 - Excused (Chacon, Madera).

A motion was made by Council Member Douglas, seconded by Council Member Dukes, to send a memorial bouquet of flowers to the family of Guillermo Serna. VOTE: 7 - Aye, 2 - Excused (Chacon, Madera).

A motion was made by Council Member Douglas, seconded by Council Member Kim, to put together a statement of acknowledgement of the late Colorado State Senator Faith Winter's service to the state and the community. VOTE: 7 - Aye, 2 - Excused (Chacon, Madera).

9. Council Reports - 7:20 PM

[25-080](#) Review of Work Schedule

10. Executive Session - 7:50 PM

[25-220](#) An executive session of the City Council of Commerce City pursuant to C.R.S. 24-6-402(4)(f)(I) for the discussion of personnel matters, specifically to conduct the annual performance review of the City Attorney. Formal action by the City Council following the executive session is anticipated and will occur in open session.

A motion was made by Council Member Teter, seconded by Council Member Kim, to enter into an executive session of the City Council of Commerce City pursuant to C.R.S. 24-6-402(4)(f)(I) for the discussion of personnel matters, specifically to conduct the annual performance review of the City Attorney. VOTE:

Aye: 7 - Mayor Douglas, Mayor Pro Tem Noble, Council Member Teter, Council Member Kim, Council Member Dukes, Council Member Ford and Council Member Douglas

Excused: 2 - Council Member Madera and Council Member Chacon

[25-281](#)

An executive session of the City Council of Commerce City pursuant to C.R.S. 24-6-402(4)(f)(I) for the discussion of personnel matters, specifically to establish 2026 performance standards of the City Manager. Formal action by the City Council following the executive session is anticipated and will occur in open session.

City Council entered into Executive Session at 8:15 p.m.

City Council reconvened the regular meeting at 10:04 p.m.

A motion was made by Council Member Kim, seconded by Council Member Teter, to enter into an executive session of the City Council of Commerce City pursuant to C.R.S. 24-6-402(4)(f)(I) for the discussion of personnel matters, specifically to establish 2026 performance standards of the City Manager.

VOTE:

Aye: 7 - Mayor Douglas, Mayor Pro Tem Noble, Council Member Teter, Council Member Kim, Council Member Dukes, Council Member Ford and Council Member Douglas

Excused: 2 - Council Member Madera and Council Member Chacon

[Res 2025-179](#)

A RESOLUTION APPROVING 2026 PERFORMANCE STANDARDS AND APPROVING A SALARY INCREASE FOR CITY ATTORNEY LEE ZARZECKI

A motion was made by Council Member Kim, seconded by Mayor Pro Tem Noble, that Resolution 2025-179 be adopted. VOTE:

Aye: 7 - Mayor Douglas, Mayor Pro Tem Noble, Council Member Teter, Council Member Kim, Council Member Dukes, Council Member Ford and Council Member Douglas

Excused: 2 - Council Member Madera and Council Member Chacon

[Res 2025-180](#)

A RESOLUTION ADOPTING 2026 PERFORMANCE METRICS FOR CITY MANAGER JASON ROGERS

A motion was made by Council Member Kim, seconded by Council Member Teter, that Resolution 2025-180 be adopted. VOTE:

Aye: 7 - Mayor Douglas, Mayor Pro Tem Noble, Council Member Teter, Council Member Kim, Council Member Dukes, Council Member Ford and Council Member Douglas

Excused: 2 - Council Member Madera and Council Member Chacon

11. Adjourn - 10:20 PM

The meeting adjourned at 10:19 PM.

In accord with the city charter, the city clerk read the title to all ordinances and resolutions adopted by Council at this meeting.

Kim Garland, Acting City Clerk

[25-082](#) City Manager Week in Review Report

[25-081](#) City Council Policies

Any member of the public requesting accommodations, with respect to rights under the Americans with Disabilities Act, to attend or participate in any public meeting, and/or to obtain this notice in alternate formats, is asked to please contact the City Clerk at 303-227-8791 at least 48 hours before the meeting.