



**Paul Pierson**

**At-Large City Council Vacancy Candidate**

**Commerce City, Colorado**

**April 22, 2019**

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City Clerk Laura Bauer  
c/o City of Commerce City  
7887 E. 60th Avenue  
Commerce City, CO 80022

Dear Commerce City City Council:

I hereby formally submit my application for appointment to fill the currently advertised vacancy on the council. A 5-year citizen of Commerce City<sup>10</sup>, I chose this community to raise my three children, have owned two homes in this great community and am proud to call Commerce City my home. Professionally, I have dedicated nearly my entire adult life to serving the public through both my 8-year career in the U.S. Air Force as well as 7 of the last 10 years of my post-military career since being honorably discharged - I am dedicated to serve.

I am applying for a seat on the Council to help shape the future of our unique community in a period of great opportunity in the area. With the growth we have all experienced in the Denver-metro area, our community is one of very few on the front-range with the space and flexibility to accommodate the growth and to evolve with the changes that growth at this scale can bring. My experience as a U.S. military veteran, Contracting Officer and Procurement Director within the Federal Government brings tangible skills such as multimillion-dollar contract negotiation, fiscal discipline, tax-payer accountability, and leadership to a position of this scope and responsibility. Simply put, I endeavor to direct the knowledge and skills I have gained over my career into action to make my community the best place it can be for my family, my neighbors, and future generations.<sup>1</sup>

Since 2001 I have served in critical roles in public service as a Contracting Officer. I have been entrusted with spending billions in taxpayer dollars and making spending decisions in the best interest of my fellow citizens. I understand the obligation and duty that comes with public service. In my current position, I serve as the Procurement Director for the National Renewable Energy Laboratory in Golden, Co., where I direct the efficient and effective execution of over \$130 million in annual spend toward the research, development, and enhancement of technologies to advance the world's energy eco-system. I believe in public service and I believe in making an impact in everything I do.<sup>2</sup> While this experience has not yet led to opportunities to serve on any non-profit or local government boards, I have been involved as a decision-making member on committees and integrated project teams that have required collaboration between groups of people with diverse interests to come to a consensus on difficult decisions that impact thousands (and in some cases millions) of people. The decision analysis and decision making process is not new to me.<sup>8</sup>

The experience I have gained throughout my career can be put to work immediately to execute the current 2019 initiatives as well as the overarching objectives and mission of the city. From my perspective, the three biggest challenges of our community are: 1) Commerce City's Identity (i.e. building a community culture that embraces the history of the Historic City as well as the integration of the "new" Commerce City with the addition of the "North Range"); 2) effectively managing our

growth and the challenges that come with rapid growth; and, 3) Finding and thoughtfully exploring new opportunities that best serve our citizens.<sup>4</sup> Conversely, I see the following as our three biggest opportunities: 1) The growth of our city; 2) Our residents are underserved in the way of restaurants, shopping, and available employment; and, 3) Continuing to foster the great quality of life we all enjoy.<sup>5</sup> Living up to our “Quality Community for a Lifetime” motto means capitalizing on these opportunities while addressing the challenges head-on to ensure that Commerce City is a safe, sustainable, bustling community for our lifetime and those of future generations.<sup>7</sup> As a City Council we are obligated to our friends and neighbors to build a quality community with the services, amenities, and opportunities to make this a safe place in which we are proud to live out our lives, raise our families, and prosper.

To achieve a “Quality Community for a Lifetime”, I believe that we must work together to strengthen the identity of our city by fostering an increased sense of community between the Historic City and the North Range. To many of our citizens I feel that our current identity is that of a city divided with separate and distinct cultures between the two areas; however, I feel that the diversity and history of our collective community can be leveraged as a strength.<sup>3</sup> We should create initiatives that bring people together, events that promote inclusion and diversity, and opportunities that benefit everyone across the city. My favorite place in the city that also best exemplifies the city’s values and opportunities is the Buffalo Run Golf Course. The golf course and grill bring people from across the city together while also providing an amenity for people from our neighboring communities to enjoy what Commerce City has to offer (in addition to bringing outside tax revenue).<sup>11</sup>

It wasn’t until I began assembling the information to apply for this vacancy within the city council that I discovered the opportunity for residents to attend the Commerce City Civics Academy. So while I have not participated in the Academy, I regret not being aware prior to now to take advantage of this program but would welcome the opportunity to attend a future session if available.<sup>9</sup> Further, the only concern I would have about serving on the city council is having not attended the academy as I feel that I would have gained valuable knowledge that would have allowed me to hit the ground running on the council. However, as I have demonstrated in both the attainment of a Masters Degree in business administration (MBA) and each day on the job as a Procurement Director, I believe in taking the time to fully research issues and information that will ensure my success in this role.<sup>6</sup>

I feel that my experience in government and the knowledge and skills I have gained in my career coupled with the drive and passion I bring to everything I do will allow me to be valued member of the council to help to contribute to making Commerce City a Quality Community for a Lifetime.

Sincerely,



Paul Pierson

**EXHIBIT A: Council Vacancy Application Questions**

1. Why are you applying to be on the City Council?
2. How is your experience and background relevant to being on the City Council?
3. What are your thoughts on the relationship between the Historic City and the Northern Range?
4. What do you believe to be the three most pressing challenges or concerns in the Commerce City community?
5. What do you see as the three biggest opportunities for Commerce City right now?
6. What concerns, if any, do you have about serving on the City Council?
7. What does Quality Community for a Lifetime mean to you?
8. What local government or non-profit boards or commissions have you served on?
9. Have you participated in the Commerce City Civics Academy?
10. How long have you resided in Commerce City?
11. What is your favorite place in Commerce City?

## Exhibit B - Candidate Resume

### Paul Pierson – 2019 At-Large City Council Vacancy

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#### Commerce City, Colorado

#### **SUMMARY OF QUALIFICATIONS:**

- 18-year Sourcing/Contracts Professional for multimillion-dollar orgs in public and private sectors
- Comprehensive knowledge of contracting practices & principles in HQ level contract organizations
- Demonstrated experience building organizations/groups, leading teams, and best value deal negotiation
- Skilled in advancing organizational initiatives through collaboration, teamwork, and leadership

#### **PROFESSIONAL PROFILE**

##### ***Procurement Director***

**November 2016 - Present**

*National Renewable Energy Laboratory (NREL) – Golden, CO  
Acquisition Services Group*

Director of Procurement at \$450MM Department of Energy National Laboratory. Responsible for the execution oversight of all agreements and vendor management across all categories of spend. Manage 32 professional staff spanning five operational areas: Strategy and Planning, Construction, Sourcing and Subcontracts, Simplified Acquisition and Procurement Business Systems and Support. Provide procurement thought leadership and advisory assistance in the execution of all third-party agreements/subcontracts from planning through award and administration through closeout.

- Lead an organization of 32 Procurement Professionals (7 direct reports – 3 managers and 4 ICs)
- 17% operating cost reduction in year 1 through organization realignment and maintained in year 2
- Renegotiated multiple IT spend agreement renewals (Workday, Oracle, +) saving over \$5 Million
- Lead MFT for complete e-procurement system design, sourcing, integration and implementation.
- Successful implementation of 1st generation e-procurement/supplier engagement system in 2019
- Focused leadership resulted in expired subcontract backlog reduction of 36% from the prior year
- Fostered organization culture shift from transactional orientation to transparent strategic execution
- Increased requisition visibility, published customer reporting, evangelized planning/strategy impact

##### ***Sr. Vendor & Sourcing Manager – Marketing***

**March 2014 – November 2016**

*Charles Schwab & Co. Inc. – Lone Tree, CO  
Corporate Vendor Management*

Sr. Vendor and Sourcing Manager within Charles Schwab & Co. Inc.'s Corporate Vendor Management organization responsible for vendor oversight and contracting/sourcing within the Marketing category. Planned, executed and managed over 350 vendor/supplier engagements, actions and sourcing projects.

- Lead Sourcing Manager for global Marketing categories in Media, Print, Consulting, Sponsorships, Platforms and Market Research covering over \$150MM in annual spend across over 100 vendors
- Successfully negotiated company friendly business & financial terms on an array of corporate deals
  - Negotiated savings of \$4.6MM and \$5.2MM in Fiscal Year's '15 and '16 respectively
- '15 Key Contributor Award recipient for exceptional contributions to Charles Schwab & Co. success
- Co-lead for panel spearheading organization-wide sourcing business processes and procedures

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### **Commerce City, Colorado**

#### ***Supervisory Contract Specialist (GS-14-1102)***

**March 2010 – March 2014**

*U.S. Department of Interior and Commerce*

*Bureau of Reclamation (BOR) - Denver, CO*

Supervisory Contract Specialist leading the Simplified Acquisition Team consisting of four Contract Specialists responsible for awarding and administering a contract portfolio of over \$50 Million for various categories of requirements in headquarter-level procurement office. In addition to management responsibilities, personally managed \$53MM Bureau-wide IT services and support contracts as well as \$5MM annual Advisory and Assistance Service agreements for expert science/technical requirements.

- Designed, Developed, and administered electronic invoice payment platform implemented across the Bureau; saved countless administrative man-hours and reduced interest payments by 40%
- Recipient of five (5) Achievement Awards over short tenure with the Bureau of Reclamation.
- Selected for and completed highly competitive 2012 BOR Leadership Development Program (LDP)
- Negotiated, awarded, and administered \$25MM renovation of existing multi-use laboratory building
- Awarded 100% of assigned actions (46 total actions) in advance of established milestone schedule.

#### ***Acquisition Analyst (GS-12-1102 equivalent)***

**April 2009 – April 2010**

*Federal Contractor for US Forest Service*

*CACI, Inc. – Golden, CO*

Acquisition Analyst in support of the American Recovery and Reinvestment Act (ARRA) under a 1-year contract with the US Forest Service (USFS) executing contract activities for national stimulation program encompassing a project area of nine western states and a magnitude in excess of \$40 Million.

- Received National Employee of the Month honor across CACI's Business Management Division.
- Recognized as CACI's top Acquisition Analyst across all regional operations centers in terms of dollars awarded (\$42MM) and total contract actions (148) in the first year of the ARRA initiative.

#### ***Contract Specialist***

**January 2001 – January 2009**

*United States Air Force – Active Duty Military*

*Military Assignments: Malmstrom AFB, MT - Ellsworth AFB, SD - Baghdad, Iraq*

Supervisory Contract Specialist responsible for all aspects of contract execution for construction, service, and supply contracts supporting the strategic requirements of key operational military installations; managed the execution and administration of an annual contract workload of \$50M+.

- Led, Supervised, Trained, and Mentored 3 junior active duty Contract Specialists (6C03/51)
- Served as the Unit Deployment Manager (UDM) responsible for the readiness of 37 Airmen.
- Deployed Assignment: Served as the lead IT Contracting Officer for Multi-National Security Transition Command - Iraq (MNSTC-I) in Baghdad, Iraq in support of Operation Iraqi Freedom
  - Awarded over 100 IT, services and construction contracts in support of multinational forces
- Honorably discharged from the USAF in January 2009 after 8 years of active duty military service.

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### **Commerce City, Colorado**

- Recipient of: Joint Service Commendation Medal, Joint Service Achievement Medal, Air Force Achievement Medal, Good Conduct Medal, National Defense Medal, Armed Forces Expeditionary Medal, Iraq Campaign Medal, Global War on Terrorism Expeditionary Medal, Global War on Terrorism Service Medal, Longevity Service Award.

### **EDUCATION**

- Master of Business Administration (MBA) w/ Certificate in Acquisition Management (48 credit hours)
- Bachelor of Science - Business Administration (BS/BA) – Grantham University
- Associate in Applied Science (AAS) - Contract Management – Community College of the Air Force
- Associate in Applied Science (AAS) - Financial Management – Community College of the Air Force

### ***Certifications & Appointments***

- Multiple Certificates of Appointment (Warrant) as a Contracting Officer – up to \$25 Million
- Defense Acquisition University, Acquisition Professional Development Program (APDP) Certification
  - Contracting - Level I & Level II
- Federal Acquisition Institute (FAI), Federal Acquisition Certification in Contracting (FAC-C)
  - FAC-C Level I & Level II

### **AREAS OF EXPERTISE/SKILLS**

Leadership ■ Strategic Sourcing ■ Contract Negotiation ■ FAR ■ Marketing Sourcing ■ IT Procurement ■ Construction Contracting ■ Professional Services ■ Contract Administration ■ Project Management ■ Request for Proposal, Information, Quotes (RFI/P/Q) ■ Procurement Training and Development

### ***Procurement related applications/resources***

Ariba ■ Hiperos ■ Federal Procurement Data System – Next Generation (FPDS-NG) ■ System for Award Management (SAM) ■ Excluded Parties List System (EPLS) ■ Online Reqs and Certs Application (ORCA) ■ Contractor Performance Assessment Reporting System (CPARS) ■ FedBid ■ GSA ■ GSA Advantage/e-buy ■ FedBizOps ■ MS Office Suite ■ Oracle EBS ■ Workday ■ Docusign

**EXHIBIT C: Eligibility for Appointment**

I, Paul Pierson, certify and attest that I am eligible for appointment to the Commerce City City Council in accordance with the following eligibility requirements established by the Commerce City Charter:

1. I am a citizen of the United States;
2. I am at least 18 years of age;
3. I have been a resident of Commerce City for 12 months immediately preceding the appointment;
4. I am a registered a voter of the city; and
5. I am not currently serving a criminal sentence, including probation or parole, for a felony or an offense comparable to a felony in the military.

A handwritten signature in black ink, appearing to be 'Paul Pierson', with a stylized, overlapping loop structure.

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