



MEMO

City Clerk's Office

To: City Council Boards & Commissions Committee

From: Kim Adame, Assistant City Clerk

Subject: Second Q2 2026 Boards & Commissions Applicant Interviews

Date: May 21, 2026

MEETING DETAILS

Interviews will be held on Tuesday, May 26, 2026, hybrid of in person in Commerce City Civic Center, 7887 E. 60th Ave., Commerce City, CO 80022, Conference Room #2308 and virtually via Zoom. Please join the meeting no later than 4:15 p.m. to ensure interviews begin promptly at 4:30 p.m. Please practice standard council conduct during the interviews (webcams on, mute yourself when not speaking, etc).

PACKET ORGANIZATION

For your review, applications are ordered based on the interview schedule. The score sheets are also attached for each respective applicant. Council Policy #3 is attached for reference.

INTERVIEW PROCESS

This electronic packet is provided for use during the interview process along with applications. Please let me know how you wish to proceed regarding final nominations.

INTERVIEW SCHEDULE FOR MAY 26

Each applicant will have 15 minutes to interview and have been instructed to join at their scheduled interview time. Applicants applying to multiple boards will have extra time allotted for multiple interviews. I will announce when the next applicant has joined the meeting.

TIME	APPLICANT	DESIRED BOARD
4:30	Angelica Gutierrez	Workforce Advisory Committee
4:45	Sergio Cordova	Workforce Advisory Committee
5:00	Dennis Cammack	Planning Commission
5:15	Daniel Archuleta	Workforce Advisory Committee
5:30	Lorenzo Harris	Workforce Advisory Committee
5:45	Abel Moreno	Workforce Advisory Committee
6:00	Katie Singleton	Workforce Advisory Committee
6:15	William René Bullock	Workforce Advisory Committee
* - Applying for reappointment		

BOARD & COMMISSION VACANCIES

There is a total of 50 vacancies

BOARD NAME	POSITIONS AVAILABLE	APPLICANT LIST
Building Code Board of Appeals (new)	5 Regular Members 2 Alternate Members	None
Citizens Public Safety Advisory Board	1 Regular Member 1 Regular Member Expiring 07.18.26	None
Cultural Council	2 Regular Members	None
Derby Review Board	1 Design Professional 2 Alternate Members	None
Diversity, Equity & Inclusion Commission	3 Regular Members	None
Environmental Policy Advisory Committee	2 Regular Members	None
Parks, Recreation & Golf Advisory Committee	1 Regular Member 1 Alternate Member	None
Planning Commission	1 Regular Member	Dennis Cammack
Quality Community Foundation	4 Regular Members	None
Senior Commission	1 Alternate Member 2 Ex-Officio Members	None
Veterans Commission	1 Alternate Members 3 Ex-Officio Members	None
Youth Commission	8 Youth Members	None
Workforce Advisory Committee (WFAC)	3 Nonprofit/Chamber Representatives 1 National Business Representative	Angelica Gutierrez Sergio Cordova Daniel Archuleta Lorenzo Harris

	1 Union and Non-union Trades Representative 2 Partner Government Representatives	Abel Moreno Katie Singleton William René Bullock
Zoning Board of Adjustment	2 Alternate Members	None
* - Applying for reappointment		

ATTACHMENTS

- Applications
- Score Sheets
- Council Policy #CP-3



Where did you hear about the vacancy for which you are applying?

City Council Member Jose Guardiola

Do you presently serve on a Commerce City, or any other governmental entity, Board or Commission? If yes, please list.

Are you applying for reappointment to a board or commission?

Yes No

Staff liaisons communicate with board and commission members via email and meeting agendas are distributed electronically online. Please describe your level of comfort with using technology.

Experience and Civic Activities

Please tell us about yourself and why you want to serve.

List any training, experience, education, or skills that would enhance your ability to serve on this board/commission.

Education Bachelor of Arts in Elementary Education – Developed a strong foundation in learning systems, youth development, and educational equity. Culturally and Linguistically Diverse Education Endorsement – Trained to effectively support diverse communities and understand the importance of culturally responsive practices in education and workforce development. Currently pursuing a Master of Social Work – Building expertise in community advocacy, systems change, policy development, equity-centered leadership, and ethical decision-making. Professional Experience Four years working in a local nonprofit, INSPIRE – Work directly with students and families across the state, including in schools such as Adams City High School and Lester Arnold High School, supporting college and career readiness, connecting youth to resources, and helping students navigate barriers to opportunity. Community engagement and advocacy – Experience building strong relationships with youth, families, schools, and community partners while facilitating conversations around access, opportunity, and long-term success. Understanding systemic inequities – Frontline experience witnessing how barriers such as income, access to education, and limited community resources impact workforce pathways, especially for historically underserved populations. Community Connection Deep roots in Commerce City – Have lived in the community most of my life, attended Adams 14 schools, and worked for the city as a teenager, giving me personal insight into the strengths, needs, and opportunities within the city. Lived experience – Bring both professional and personal understanding of the community’s workforce challenges and the importance of investing in local residents. Skills & Strengths Collaboration and relationship-building Public speaking and community outreach Data-informed advocacy and problem-solving Community organizing and stakeholder engagement Commitment to equitable workforce development and inclusive community voice

List all civic/professional/sports organizations and activities in which you have participated during the last five years.

INSPIRE – Supported youth and families for four years through college and career readiness, student support, and community partnerships. Adams I4 Community Involvement – Remain actively engaged in Commerce City by attending local high school sporting events, college and career events, and school activities. Master of Social Work Program – Graduate studies focused on community advocacy, equity, leadership, and systems change. Community Commitment – Returned after college to serve and invest in the community that shaped me.

Please briefly state why you are interested in serving on this board or commission.

I am interested in serving on the Workforce Advisory Committee because I care deeply about the future of Commerce City and its residents' opportunities. Having grown up here, attended Adams I4 schools, and now working directly with local students through INSPIRE, I understand both our community's strengths and the barriers many young people and families face in accessing education and workforce opportunities. I hope to use my lived experience, professional background, and commitment to equity to help shape inclusive, community-informed workforce strategies that create meaningful pathways for local residents.

Conflict of Interest Statement

Conflict of Interest is defined as the participation in any board/commission activity, recommended action, or decision from which the individual has or could have the potential to receive personal gain, whether direct or indirect.

In accordance with this definition, do you have legal or equitable interest in any business, however organized, which could be construed as a conflict of interest? If yes, please explain:

In accordance with this definition, do you own any real property located in Commerce City or Adams County in which you have a legal or equitable interest which could be construed as a conflict of interest? If yes, please explain:

Are you related to any City of Commerce City employees or elected officials? If yes, please explain:

Yes No

If yes, please explain:

Do you plan or are you already running for office for the municipal election?

Yes No

Emergency Contact

Demographics

The following information helps track our recruitment and diversity efforts. None of the questions below are required, nor will they be used in anything other than data gathering to ensure every citizen is adequately engaged to represent their community.

Ethnicity

Gender

Date of Birth

Certification

Are interested in serving on any other board or commission?

No

To be considered for a position on a board or commission the City of Commerce City may need to conduct a criminal background check on me. I therefore authorize the City of Commerce City to conduct a criminal background investigation, including obtaining my criminal history from law enforcement agencies. I understand that information resulting from such an investigation may be subject to public scrutiny under the Colorado Open Records Act.

Yes No

I understand that my application is a public records and can be requested at anytime under the Colorado Open Records Act.

Yes No

Where did you hear about the vacancy for which you are applying?

Social Media

Do you presently serve on a Commerce City, or any other governmental entity, Board or Commission? If yes, please list.

No

Are you applying for reappointment to a board or commission?

Yes No

Staff liaisons communicate with board and commission members via email and meeting agendas are distributed electronically online. Please describe your level of comfort with using technology.

Comfortable

Experience and Civic Activities

Please tell us about yourself and why you want to serve.

List any training, experience, education, or skills that would enhance your ability to serve on this board/commission.

High School Graduate, Completed a 5 year Register Apprenticeship with Pipefitters Local 208, annual Trustee training for our JATC program and Certified Journeyman upgrade Program, level 3 Journeyman

List all civic/professional/sports organizations and activities in which you have participated during the last five years.

Current Chair, Civil Rights Commission Secretary, Colorado Democratic Party Labor Council Trustee, Joint Apprenticeship and Training Committee (JATC) Program Trustee, Certified Journeyman Program Executive Board Member, Arapahoe/Douglas Works! Denver Area Labor Federation Executive Board Member Political Coordinator for Pipefitters Local 208 Emily Giffith Technical College Advisory Council HVAC Program Pickens Technical College Advisory Council HVAC Program Lincoln Tech Advisory Council HVAC Program DRCOG Technical Advisory Council

Please briefly state why you are interested in serving on this board or commission.

Twenty-seven years ago, I was introduced to the Pipefitters apprenticeship program. That opportunity not only changed my life but also had a lasting impact on my family's future. Today, I'm proud to have my cousin, two brothers, two sons, two nieces, and two nephews all participating in the apprenticeship program. Seeing how this career path has created stability, growth, and opportunity for my family has been incredibly rewarding. Because of the opportunities I was given, I'm committed to helping others gain access to the same path and the same chance to build a successful future.

Conflict of Interest Statement

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In accordance with this definition, do you have legal or equitable interest in any business, however organized, which could be construed as a conflict of interest? If yes, please explain:

NO

In accordance with this definition, do you own any real property located in Commerce City or Adams County in which you have a legal or equitable interest which could be construed as a conflict of interest? If yes, please explain:

NO

Are you related to any City of Commerce City employees or elected officials? If yes, please explain:

Yes No

If yes, please explain:

Do you plan or are you already running for office for the municipal election?

Yes No

Emergency Contact

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Ethnicity

Gender

Date of Birth

Certification

Are interested in serving on any other board or commission?

yes

To be considered for a position on a board or commission the City of Commerce City may need to conduct a criminal background check on me. I therefore authorize the City of Commerce City to conduct a criminal background investigation, including obtaining my criminal history from law enforcement agencies. I understand that information resulting from such an investigation may be subject to public scrutiny under the Colorado Open Records Act.

Yes No

I understand that my application is a public records and can be requested at anytime under the Colorado Open Records Act.

Yes No

Profile

Question applies to multiple boards

If you need additional resources or assistance filling out the application in another language, please reach out to the Clerk's Office at 303-289-3676.

Which Boards would you like to apply for?

Planning Commission: Appointed

Only check the box of the boards or commissions you are currently applying for this recruitment cycle. **If you are currently serving on a board or commission the bodies you are currently serving on will automatically be checked. If you are not reapplying for a body make sure those boxes are not selected when submitting a new application.**

Dennis _____ Cammack _____
First Name Middle Initial Last Name

Email Address

Home Address Suite or Apt

Commerce City _____ CO _____ 80022 _____
City State Postal Code

What Ward do you live in? *

[Click Here to See Ward Map](#)

Primary Phone

Alternate Phone

Do you currently reside within the City of Commerce City?

Yes No

Number of years residing in Commerce City

22

Southwest Commercial _____ Principal Owner _____
Capital Employer Job Title

Number of Years Employed in the City.

22

Where did you hear about the vacancy for which you are applying?

past commissioner

Do you presently serve on a Commerce City, or any other governmental entity, Board or Commission? If yes, please list.

Comp Plan Advisory-though does not exist

Are you applying for reappointment to a board or commission?

Yes No

Staff liaisons communicate with board and commission members via email and meeting agendas are distributed electronically online. Please describe your level of comfort with using technology.

Very comfortable

Experience and Civic Activities

Please tell us about yourself and why you want to serve.

List any training, experience, education, or skills that would enhance your ability to serve on this board/commission.

-Over 40 years experience in Commercial Real Estate as an Owner, Developer, Broker, Financing, and Consulting, -4 decades of Strong background in Economic Development ... Learning, Teaching, Implementing, and staying current. -Chairman, Board of Trustees, Pikes Peak Community College 11 years Worked actively with college President and to build two new campuses without state funding. -Somewhat active in Colorado State Politics - Taught Business and Economics at the college/university level for 17 years. -Have owned or partnered 11 different business through the years. -As the lead committee member to build Landing Place Church (\$10M project), worked actively with the C3 Building Department and associated departments -11 years Prior service on C3 Planning Commission. -Have trained companies nationwide on how to work with city Planning Departments, Zoning and Code changes, and City Councils through the building and financing of larger commercial buildings and businesses. - Am very familiar with Commerce City's Comprehensive Plan, Land Development Code, Strategic Plan, Economic Development Strategic Plan, URA, and the general demographics of all areas of Commerce City. - Knowledgeable with the industry standards for successful Planning Commissions nationwide.

List all civic/professional/sports organizations and activities in which you have participated during the last five years.

Board of Directors, Secretary/Treasure - Common Ground Men's Golf Club. (500 members)
Trustee, Landing Place Church in Reunion C3 Planning Commission C3 Comprehensive Plan
Advisory Committee C3 Blue Ribbon Economic Development Committee Course Rater for
Colorado Golf Association Member = Industrial Property Owners Consortium for Adams
County (IPOC) Past member of BOMA, ULI, NAIOP, and Commercial Realtor. Attends many
Denver Business Journal and Colorado Real Estate Journal Conferences.annually. As well as
many of the Commerce City Council and Planning Commission meetings online. Consultant
to hundreds of new Real Estate businesses on how to start their business and relate to their
city, community, and ethics. References available.

Please briefly state why you are interested in serving on this board or commission.

I think I can add value by opening up better dialog between City Council, the Planning
Department, Community stakeholders, and Economic Development. I can help everyone
make more informed, well-thought-out decisions for our community. Furthermore, I pride
myself in helping people of different viewpoints find common ground and being transparent
and accountable. I am a long time resident and will continue to be. This is one way I can help
our community continue to grow in a healthy way.

Conflict of Interest Statement

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In accordance with this definition, do you have legal or equitable interest in any business, however organized, which could be construed as a conflict of interest? If yes, please explain:

No

In accordance with this definition, do you own any real property located in Commerce City or Adams County in which you have a legal or equitable interest which could be construed as a conflict of interest? If yes, please explain:

No

Are you related to any City of Commerce City employees or elected officials? If yes, please explain:

Yes No

If yes, please explain:

Do you plan or are you already running for office for the municipal election?

Yes No

Emergency Contact

Demographics

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Ethnicity

Gender

Date of Birth

Certification

Are interested in serving on any other board or commission?

No

Question applies to multiple boards

By checking the boxes below, I hereby certify and acknowledge, understand and agree to the following:

Question applies to multiple boards

The foregoing is true and correct to the best of my knowledge.

Yes No

Question applies to multiple boards

I expressly release and discharge the City of Commerce City and its agents and employees from any liability, claim or demand of any nature whatsoever; arising out of the dissemination of information I have provided herein.

Yes No

To be considered for a position on a board or commission the City of Commerce City may need to conduct a criminal background check on me. I therefore authorize the City of Commerce City to conduct a criminal background investigation, including obtaining my criminal history from law enforcement agencies. I understand that information resulting from such an investigation may be subject to public scrutiny under the Colorado Open Records Act.

Yes No

I understand that my application is a public records and can be requested at anytime under the Colorado Open Records Act.

Yes No

Question applies to multiple boards

I have read and understand the qualifications and the responsibilities for the board or commission to which I have applied, and certify I meet the qualifications to serve on the board or commission.

Yes No

Gibson, Dylan - CM

From: Gerber, Jared - CD
Sent: Tuesday, July 2, 2024 1:18 PM
To: Tolbert, Jim - CM; Gibson, Dylan - CM; Zarzecki, Lee - CA
Subject: FW: Planning Commission Resignation

Looks like Dennis sent his resignation to Jason and the Mayor today. That drops us to 3 regular members and 1 alternate.

From: Garret Biltoft <gbiltoft@gmail.com>
Sent: Tuesday, July 2, 2024 1:02 PM
To: CPDS Planning Dept VM 3772 <cdplanner@c3gov.com>; Gerber, Jared - CD <jgerber@c3gov.com>
Subject: Fwd: Planning Commission Resignation

Some people who received this message don't often get email from gbiltoft@gmail.com. [Learn why this is important](#)

External Sender: This message is from a sender outside of the organization. Be cautious when clicking links or accessing attachments. If this email is SPAM or suspicious, please report it using the Phish Alert tool.

Hello,

I just forwarded this email to Jennifer, but appears that she is out of the office for the holiday. I'm wondering if we still have a quorum for tonight's meeting.

Please advise.

Thanks,

Garret Biltoft, AIA

----- Forwarded message -----

From: Dennis <swccapital@comcast.net>

Date: Tue, Jul 2, 2024 at 12:21 PM

Subject: Planning Commission Resignation

To: jrogers@c3gov.com <jrogers@c3gov.com>, stevesrjrm@gmail.com <stevesrjrm@gmail.com>, gbiltoft@gmail.com <gbiltoft@gmail.com>, sdouglas@c3gov.com <sdouglas@c3gov.com>

Gentlemen,

Please accept my resignation from the Commerce City Planning Commission, effective July 1, 2024.

I do not feel I can be of value as currently constructed, managed, and used by the council and administration. I thank you for the opportunity over the last 10 years to be of some service to our community.

*Respectfully,
Dennis Cammack*

Dennis Cammack
Southwest Commercial Capital
303-227-3031

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Profile

Question applies to multiple boards

If you need additional resources or assistance filling out the application in another language, please reach out to the Clerk's Office at 303-289-3676.

Which Boards would you like to apply for?

Planning Commission: Submitted

Only check the box of the boards or commissions you are currently applying for this recruitment cycle. **If you are currently serving on a board or commission the bodies you are currently serving on will automatically be checked. If you are not reapplying for a body make sure those boxes are not selected when submitting a new application.**

Daniel _____ **Archuleta** _____
First Name Middle Initial Last Name

Email Address

Home Address Suite or Apt

Commerce City _____ **CO** _____ **80022** _____
City State Postal Code

What Ward do you live in? *

[Click Here to See Ward Map](#)

Primary Phone

Alternate Phone

Do you currently reside within the City of Commerce City?

Yes No

Number of years residing in Commerce City

30

Employer

Job Title

Number of Years Employed in the City.

Where did you hear about the vacancy for which you are applying?

Do you presently serve on a Commerce City, or any other governmental entity, Board or Commission? If yes, please list.

Are you applying for reappointment to a board or commission?

Yes No

Staff liaisons communicate with board and commission members via email and meeting agendas are distributed electronically online. Please describe your level of comfort with using technology.

Experience and Civic Activities

Please tell us about yourself and why you want to serve.

List any training, experience, education, or skills that would enhance your ability to serve on this board/commission.

Commerce City has been asking for residents who are passionate about the community to serve on boards and commissions - I'm humbly answering the call. I grew up in south Commerce City, graduated from Adams 14, and then lived all over the metro area. When I had the unique opportunity to work for Adams 14 as the Manager of Strategy and Accountability, I moved back to northwest Commerce City, and then moved to northeast Commerce City almost 6 years ago with my family (wife and three daughters - one attending Stuart Middle School). I've served on the comp plan advisory committee with Charles Dukes, was a board member of my Metro District and HOA. My undergraduate is in Marketing, my MBA is in Strategic Management, and I have worked building partnerships and supporting public education, non-profit, and governmental organizations. However, I think my curiosity and eagerness to learn are the skills that would best enhance my ability to serve on the planning commission. I want to learn how planning works to better support the future growth of our city with intentionality.

List all civic/professional/sports organizations and activities in which you have participated during the last five years.

Please briefly state why you are interested in serving on this board or commission.

Conflict of Interest Statement

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In accordance with this definition, do you own any real property located in Commerce City or Adams County in which you have a legal or equitable interest which could be construed as a conflict of interest? If yes, please explain:

Are you related to any City of Commerce City employees or elected officials? If yes, please explain:

Yes No

If yes, please explain:

Do you plan or are you already running for office for the municipal election?

Yes No

Emergency Contact

Demographics

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Ethnicity

Gender

Date of Birth

Certification

Are interested in serving on any other board or commission?

Question applies to multiple boards

By checking the boxes below, I hereby certify and acknowledge, understand and agree to the following:

Question applies to multiple boards

The foregoing is true and correct to the best of my knowledge.

Yes No

Question applies to multiple boards

I expressly release and discharge the City of Commerce City and its agents and employees from any liability, claim or demand of any nature whatsoever; arising out of the dissemination of information I have provided herein.

Yes No

To be considered for a position on a board or commission the City of Commerce City may need to conduct a criminal background check on me. I therefore authorize the City of Commerce City to conduct a criminal background investigation, including obtaining my criminal history from law enforcement agencies. I understand that information resulting from such an investigation may be subject to public scrutiny under the Colorado Open Records Act.

Yes No

I understand that my application is a public records and can be requested at anytime under the Colorado Open Records Act.

Yes No

Question applies to multiple boards

I have read and understand the qualifications and the responsibilities for the board or commission to which I have applied, and certify I meet the qualifications to serve on the board or commission.

Yes No

Profile

Which Boards would you like to apply for?

Workforce Advisory Committee (WFAC): Submitted

Only check the box of the boards or commissions you are currently applying for this recruitment cycle. **If you are currently serving on a board or commission the bodies you are currently serving on will automatically be checked. If you are not reapplying for a body make sure those boxes are not selected when submitting a new application.**

Abel _____ **Moreno** _____
First Name Middle Initial Last Name

Email Address

Home Address Suite or Apt

Commerce City _____ **CO** _____ **80022** _____
City State Postal Code

What Ward do you live in? *

[Click Here to See Ward Map](#)

Primary Phone

Alternate Phone

Do you currently reside within the City of Commerce City?

Yes No

Number of years residing in Commerce City

0

South Adams County Water and Sanitation District _____ **District Manager** _____
Employer Job Title

Number of Years Employed in the City.

12

Where did you hear about the vacancy for which you are applying?

news alert

Do you presently serve on a Commerce City, or any other governmental entity, Board or Commission? If yes, please list.

No

Are you applying for reappointment to a board or commission?

Yes No

Staff liaisons communicate with board and commission members via email and meeting agendas are distributed electronically online. Please describe your level of comfort with using technology.

Comfortable

Experience and Civic Activities

Please tell us about yourself and why you want to serve.

List any training, experience, education, or skills that would enhance your ability to serve on this board/commission.

I am applying on behalf of South Adams County Water and Sanitation District. We have served the community for 75 years. We offer a number of career opportunities that will benefit Commerce City residents. More than likely, the representative from SACWSD will be the District's Human Resources Generalist, Cheryl Layton. Cheryl is instrumental in recruiting for a wide variety of skill sets from administrative to engineering to certified water and wastewater operators. The District currently employs over 115 full-time equivalent employees in the water industry. I am the chief executive officer of SACWSD and have full authority over the day-to-day operations of SACWSD. Collectively, we will add value to this City committee.

List all civic/professional/sports organizations and activities in which you have participated during the last five years.

Please briefly state why you are interested in serving on this board or commission.

We are seeking to serve in the role of municipal/government agency partner.

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In accordance with this definition, do you have legal or equitable interest in any business, however organized, which could be construed as a conflict of interest? If yes, please explain:

No.

In accordance with this definition, do you own any real property located in Commerce City or Adams County in which you have a legal or equitable interest which could be construed as a conflict of interest? If yes, please explain:

No

Are you related to any City of Commerce City employees or elected officials? If yes, please explain:

Yes No

If yes, please explain:

Do you plan or are you already running for office for the municipal election?

Yes No

Emergency Contact

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Ethnicity

None Selected

Gender

None Selected

Date of Birth

Certification

Are interested in serving on any other board or commission?

To be considered for a position on a board or commission the City of Commerce City may need to conduct a criminal background check on me. I therefore authorize the City of Commerce City to conduct a criminal background investigation, including obtaining my criminal history from law enforcement agencies. I understand that information resulting from such an investigation may be subject to public scrutiny under the Colorado Open Records Act.

Yes No

I understand that my application is a public records and can be requested at anytime under the Colorado Open Records Act.

Yes No

Profile

Question applies to multiple boards

If you need additional resources or assistance filling out the application in another language, please reach out to the Clerk's Office at 303-289-3676.

Which Boards would you like to apply for?

Housing Authority: Submitted
Workforce Advisory Committee (WFAC): Submitted

Only check the box of the boards or commissions you are currently applying for this recruitment cycle. **If you are currently serving on a board or commission the bodies you are currently serving on will automatically be checked. If you are not reapplying for a body make sure those boxes are not selected when submitting a new application.**

Katie _____ **Singleton** _____
First Name Middle Initial Last Name

Email Address

Home Address Suite or Apt

Commerce City _____ **CO** _____ **80022** _____
City State Postal Code

What Ward do you live in? *

[Click Here to See Ward Map](#)

Primary Phone

Alternate Phone

Do you currently reside within the City of Commerce City?

Yes No

Number of years residing in Commerce City

5

Girl Scouts of Colorado _____ **Chief Mission Delivery Officer** _____
Employer Job Title

Number of Years Employed in the City.

Where did you hear about the vacancy for which you are applying?

City Council Member

Do you presently serve on a Commerce City, or any other governmental entity, Board or Commission? If yes, please list.

No

Are you applying for reappointment to a board or commission?

Yes No

Staff liaisons communicate with board and commission members via email and meeting agendas are distributed electronically online. Please describe your level of comfort with using technology.

Extremely comfortable

Experience and Civic Activities

Please tell us about yourself and why you want to serve.

List any training, experience, education, or skills that would enhance your ability to serve on this board/commission.

I bring over a decade of executive nonprofit leadership experience designing and overseeing large-scale service delivery systems that support youth and families across Colorado. As Chief Mission Delivery Officer at Girl Scouts of Colorado, I lead statewide strategy and operations serving more than 15,000 youth and 6,000 adult volunteers, with a focus on expanding equitable access across diverse communities. I have led a statewide operating model reset that aligned staffing, geographic focus, and service delivery using demographic and education data, in close partnership with schools and community organizations. This work has deepened my understanding of the barriers that impact participation, economic mobility, and family stability. I hold a Master of Public Administration and am a Prosci Certified Change Practitioner. I bring strengths in cross-sector collaboration, data-informed decision-making, and translating strategy into scalable, community-centered solutions. I am particularly interested in supporting efforts that strengthen both workforce pathways and access to stable, affordable housing.

List all civic/professional/sports organizations and activities in which you have participated during the last five years.

I currently serve as a board member for the United Power Round Up Foundation and lead a Girl Scout troop in Commerce City with over 30 girls participating. I am also a member of the Colorado Nonprofit Association, the Colorado Women's Chamber of Commerce, the Nonprofit Leadership Alliance, the Nonprofit Risk Management Center, the International Facility Management Association (IFMA), and the Society for Human Resource Management (SHRM), and ISACA. I have previously volunteered with the Audio Information Network of Colorado as a Reader and previously served as a founding board member for the CU Denver School of Public Affairs Graduates of the Last Decade board (GOLD Board). I have also completed the Colorado Women's Chamber of Commerce's Women of Impact & Influence program.

Please briefly state why you are interested in serving on this board or commission.

I am interested in serving on this board because I care deeply about strengthening the systems that shape opportunity and stability for individuals and families in our community. Through my work at Girl Scouts of Colorado, I have seen how access to stable housing, strong community infrastructure, and clear pathways to economic opportunity directly impact long-term outcomes for youth and families. I am particularly drawn to the opportunity to contribute at a local level, partnering with others to ensure that community-informed, data-driven decisions expand access and remove barriers. Serving in this role would allow me to apply my experience in systems leadership and cross-sector collaboration to support thoughtful, sustainable solutions for Commerce City.

Conflict of Interest Statement

Conflict of Interest is defined as the participation in any board/commission activity, recommended action, or decision from which the individual has or could have the potential to receive personal gain, whether direct or indirect.

In accordance with this definition, do you have legal or equitable interest in any business, however organized, which could be construed as a conflict of interest? If yes, please explain:

None

In accordance with this definition, do you own any real property located in Commerce City or Adams County in which you have a legal or equitable interest which could be construed as a conflict of interest? If yes, please explain:

None

Are you related to any City of Commerce City employees or elected officials? If yes, please explain:

Yes No

If yes, please explain:

Do you plan or are you already running for office for the municipal election?

Yes No

Question applies to Housing Authority

Do you own, or have an interest in, any property or business that receives funds or participates in a program administered by the Commerce City Housing Authority, or any HUD-backed program?

Yes No

Emergency Contact

Demographics

The following information helps track our recruitment and diversity efforts. None of the questions below are required, nor will they be used in anything other than data gathering to ensure every citizen is adequately engaged to represent their community.

Ethnicity

Gender

Date of Birth

Certification

Are interested in serving on any other board or commission?

Not at this time unless my experience and knowledge could benefit the city in another area.

Question applies to multiple boards

By checking the boxes below, I hereby certify and acknowledge, understand and agree to the following:

Question applies to multiple boards

The foregoing is true and correct to the best of my knowledge.

Yes No

Question applies to multiple boards

I expressly release and discharge the City of Commerce City and its agents and employees from any liability, claim or demand of any nature whatsoever; arising out of the dissemination of information I have provided herein.

Yes No

To be considered for a position on a board or commission the City of Commerce City may need to conduct a criminal background check on me. I therefore authorize the City of Commerce City to conduct a criminal background investigation, including obtaining my criminal history from law enforcement agencies. I understand that information resulting from such an investigation may be subject to public scrutiny under the Colorado Open Records Act.

Yes No

I understand that my application is a public records and can be requested at anytime under the Colorado Open Records Act.

Yes No

Question applies to multiple boards

I have read and understand the qualifications and the responsibilities for the board or commission to which I have applied, and certify I meet the qualifications to serve on the board or commission.

Yes No

Profile

Which Boards would you like to apply for? None Selected

Only check the box of the boards or commissions you are currently applying for this recruitment cycle. If you are currently serving on a board or commission the bodies you are currently serving on will automatically be checked. If YOU are not reapplying for a body make sure those boxes are not selected when submitting a new application.

First Name Middle Initial Last Name

Email Address

Home Address Suite or Apt City State Postal Code

What Ward do you live in? * None Selected

Click Here to See Ward Map

Primary Phone Alternate Phone

Do you currently reside within the City of Commerce City?

Yes or No

Number of years residing in Commerce City

Employer Job Title

Number of Years Employed in the City.

Where did you hear about the vacancy for which you are applying?

Do you presently serve on a Commerce City, or any other governmental entity, Board or Commission? If yes, please list.

Are you applying for reappointment to a board or commission?

Yes/No

Staff liaisons communicate with board and commission members via email and meeting agendas are distributed electronically online. Please describe your level of comfort with using technology.

Experience and Civic Activities

Please tell us about yourself and why you want to serve.

List any training, experience, education, or skills that would enhance your ability to serve on this board/commission.

List all civic/professional/sports organizations and activities in which you have participated during the last five years.

Please briefly state why you are interested in serving on this board or commission.

Conflict of Interest Statement

Conflict of Interest is defined as the participation in any board/commission activity, recommended action, or decision from which the individual has or could have the potential to receive personal gain, whether direct or indirect.

In accordance with this definition, do you have legal or equitable interest in any business, however organized, which could be construed as a conflict of interest? If yes, please explain:

In accordance with this definition, do you own any real property located in Commerce City or Adams County in which you have a legal or equitable interest which could be construed as a conflict of interest? If yes, please explain:

I understand that my application is a public records and can be requested at anytime under the Colorado Open Records Act.

Yes No



**Planning Commission
CITY COUNCIL COMMITTEE INTERVIEW WORKSHEET**

Panelist: _____

Date of Interview: May 26, 2026

	Dennis Cammack
1. What does “quality community for a lifetime” mean to you?	
2. Please explain your interests in serving on the Planning Commission and any past experiences with development, construction, and land and zoning use issues.	
3. What aspects of the city’s Comprehensive Plan, the document that lays out the long-term growth scenarios of the city, do you like or dislike?	
4. What are your views on the growth that is currently taking place in Commerce City? Are you familiar with the Council’s goals regarding growth and development?	
5. What are your thoughts on the relationship between the Historic City and the Northern Range? How do you envision the two areas interrelating over time?	
6. Explain how you see the role between the Planning Commission and the City Council?	
TOTAL SCORE:	

Rating Scale: 1 = low 2 = below average 3 = average 4 = above average 5 = high



**WORKFORCE ADVISORY COMMITTEE
CITY COUNCIL COMMITTEE INTERVIEW WORKSHEET**

Panelist: _____

Date of Interview: May 26, 2026

	Angelica Gutierrez	Sergio Cordova	Daniel Archuleta	Abel Moreno	Katie Singleton	William René Bullock	
1. Why do you want to join the Workforce Advisory Committee?							
2. What skills and traits do you possess that will positively contribute to the Workforce Advisory Committee?							
3. What is Commerce City's biggest challenge in expanding our quality workforce?							
4. How will you balance work and other outside activities with serving on the Workforce Advisory Committee?							
5. What organizations, civic groups, or community members do you represent the most? How will you ensure their perspectives will be included in the Committee's discussions?							
TOTAL SCORE:							

Rating Scale: 1 = low 2 = below average 3 = average 4 = above average 5 = high

Council Policy #CP-3 Adopted 8/31/09 by Resolution 2009-31

Revised 9/18/23 by Resolution 2023-80

Revised 6/17/24 by Resolution 2024-074

SUBJECT: Boards and Commissions

POLICY STATEMENT: It is the policy of the Council to obtain quality representation on City boards and commissions, to encourage all members of the community to volunteer on boards and commissions and to establish guidelines to govern City boards and commissions. The conduct of these City Council appointees is a matter of public integrity and as such is a matter of public importance. In this regard, City Council intends that complaints relative to the conduct of board and commission members be handled in a manner that is reflective of the values of the City. The handling of such complaints must occur in a fair and impartial manner while also protecting volunteer board and commission members from frivolous complaints that improperly exhaust public resources for otherwise improper purposes. The goal of this policy is to balance these interests.

A. **APPOINTMENT, REAPPOINTMENT AND VACANCIES**

1. Appointment

- a. Members of the public interested in serving on a board or commission shall submit an application to the City Clerk.
- b. The City Clerk will submit the respective application materials to Council for their consideration.
- c. All new candidates for any board or commission vacancy shall be subject to an interview process as required by Council.
- d. Due to the nature of responsibilities of the City's various boards and commissions, applicants may be required to undergo background checks prior to appointment. The City Manager will review any background information on applicants and provide Council the information on the candidates. All background information is confidential and should only be used for the purposes above. No person with official access to this information shall utilize it for any other purpose nor share it with any other individuals not authorized, including the applicant.
- e. Applicants for City boards and commissions will be notified of the Council's decision made at a regularly scheduled council meeting.
- f. Council members' or department directors' family members, as defined by the nepotism policy, shall not be allowed to fill a seat on a board or commission.

2. Reappointment

- a. The City Clerk's Office is responsible for monitoring the terms of members of the various boards and commissions and will notify each member of his/her expiring term. If the member wishes to be reappointed, the member shall fill out an application and submit it to the City Clerk for Council consideration.
 - b. City staff will document past participation of each member who desires to be reappointed and submit the same to the Council along with the application by the member wishing reappointment.
 - c. All existing board or commission members and alternates can be subject to an interview process as required by Council.
 - d. Applicants for reappointment on boards and commissions will be notified of the Council's decision made at a regularly scheduled council meeting.
3. Criteria for appointment and reappointment
- a. No conflicts.
 - b. Regular attendance (not missing more than two (2) meetings without a valid excuse).
 - c. Participation.
 - d. Preparation.
 - e. Support of community.
 - f. Respect for staff and public.
 - g. Working for community versus personal purposes.
 - h. Indication of a desire to promote and act in accord with established policies of the City and Council's vision for the City.
4. Vacancies
- a. In addition to the provisions established by the City Charter and/or Municipal Code, a vacancy is identified by (1) newly-created seat on a board or commission, or an expired term after a successor has been duly appointed.
 - b. Solicitations to fill vacancies may be in the form of (1) press releases to the local media, (2) posting a notice at the officially designated posting locations, (3) City website, (4) City newsletter, and (5) cable television.
5. Needs of members
- a. To know Council's vision; once board and commission members are seated,

they will meet with Council members; they will receive orientation and training by staff.

- b. To understand their roles, authority and prohibitions.
- c. To know annual priorities of Council.
- d. To know the process and parameters within which to work, including citizen involvement.
- e. To know what to do when board or commission members and Council members disagree.
- f. Chairs and vice-chairs shall receive support training from staff.

B. TERMS OF OFFICE

1. Terms established

- a. The length of the terms of office for boards and commissions is defined in the City Charter, the Municipal Code or by-laws.
- b. The terms will begin and expire as determined by the City Council.
- c. The terms of each respective council member appointed to a board or commission shall not exceed two (2) years plus the time necessary to reach the next council organizational meeting (if applicable), unless no other council member has volunteered by the end of the relevant term, is qualified to serve on such board or commission, or has been appointed to the respective commission within two months following a vacancy, as long as such process is consistent with Charter and City Code. This term limitation does not apply if the City Charter, Code or other law or regulation requires a particular council member or the Mayor to be appointed to such board or commission.

C. ROLES AND RESPONSIBILITIES

- 1. The roles and responsibilities for each board and commission are set by the City Charter, ordinance, enabling legislation or by Council.
- 2. In the absence of other by-laws, meetings will be conducted using Robert's Rules of Order.

D. ORIENTATION, TRAINING AND DECISION MAKING – CITY BOARDS AND COMMISSIONS

- 1. All newly appointed members of City boards and commissions will be provided with an orientation as to their roles and responsibilities as a member of that board or commission. This orientation shall be provided by the City department responsible for staffing said board or commission and shall be provided as soon as possible following the new member's appointment.

2. On an annual basis, on-going training may be provided to all board and commission members.
3. As determined by the Council, the Council shall schedule a meeting(s) to meet with all board and commission members for the purpose of providing additional orientation to board and commission members on City issues impacting their responsibility, and to enhance communication and coordination of Council and board and commission activities and responsibilities. The Council may call other meetings with any or all of the boards and commissions whenever deemed appropriate or necessary to provide additional training or to facilitate Council/board and commission communication.
4. City staff will make available, on a periodic basis, additional in-house and outside training that would enhance the ability of board and commission members to perform their roles and responsibilities. Board and commission members will be encouraged to participate in such training when it is made available. The City department staffing the respective board or commission will have primary responsibility to identify and make available this training.
5. Members of the City boards and commissions are expected to comply with Council adopted policies which may include policies related to conflict of interest, ethics, discrimination and sexual harassment. Board and commission members will be provided with a copy of these policies for their guidance.
6. Board and commission chairs shall meet as necessary with the Mayor and/or Council to provide feedback and to be kept informed.
7. If an issue arises during a board or commission meeting and the appointed Council member is unsure of the City's position, the Council member shall endeavor to delay a decision until the Council can be consulted. If a delay is not possible, the Council member shall endeavor to contact the City Manager or City Attorney and, in their absence, other staff, to confirm whether the City has adopted a position. If a position has been adopted, the Council member shall vote according to the position adopted by the City.

E. APPOINTMENT OF COUNCIL MEMBERS TO NON-CITY BOARDS AND COMMISSIONS

1. The City Council, at their reorganization meeting, shall designate Council members to serve at will on the various boards and commissions where Council appointment is in order, including the designation of alternates. Appointment of Council members to Council committees shall also be made during the reorganization meeting. The biennial reorganization meeting shall be held the second Monday following the regular municipal election in November unless otherwise determined by the City Council.
2. If the appointed Council member is not available or is not able to continue service for whatever reason on the board or commission to which the Council member was appointed, or if the City Council in its sole discretion desires to appoint a replacement, the City Council shall appoint a replacement from the Council.
3. If an issue arises during a board or commission meeting and the appointed Council member or seated alternate is unsure of the City's position, the Council member will diligently seek to learn of the City's position from the City Manager or City Attorney and, in their absence, from other staff, to confirm whether the City has adopted a position.

If a position has been adopted, the Council member shall vote according to the position adopted by the City. If no position has been adopted, the Council member shall exercise his/her best judgment to vote in a manner that best reflects the goals and visions of the City.

F. **COMPLAINT SUBMISSION AND INVESTIGATIVE PROCESS**

1. *Complaints.*

- a. For any apparent violation by a non-councilmember¹ board or commission member of City Charter, the Commerce City Revised Municipal Code, Council Policies or any other applicable law or policy (“City Law”), the City may initiate an investigation or impose penalties under this section based on a verified complaint. Any member of the public, board or commission members, or City staff must follow this procedure for bringing any complaint regarding a board or commission member to the City’s attention. Council members are encouraged to use this procedure but are not required to do so.
- b. In some circumstances, such as a complaint involving allegations of harassment, anonymous complaints may be submitted. However, the complaint must include a statement providing a reasonable basis for requesting anonymity.
- c. Verified complaints of an alleged violation of City Law shall be submitted to the City Manager’s Office. The City Manager or designee shall determine whether the complaint meets the requirements of this policy. If the complaint is determined to meet the requirements of this policy, the City Manager shall promptly forward the complaint to the entire Council, the City Manager, and the City Attorney including a designation of confidentiality and a copy of this policy. If the complaint is determined to not meet the requirements of this policy, the City Manager or designee shall return the complaint to the complainant, if known, with an explanation of the requirements of this policy.
- d. To meet the requirements of this policy, complaints must:
 - i. Be verified;
 - ii. With the exception of circumstances warranting anonymity, include the complainant’s name and contact information;
 - iii. Identify the individual alleged to have violated policy;
 - iv. Provide specific and sufficient factual detail to identify a policy that is at issue and the specific conduct alleged to have occurred that was in violation of the policy;
 - v. Claims and suspicions unsupported by sufficient factual allegations shall be insufficient to meet the requirements of this policy.
- e. Except in circumstances when the law prohibits sharing a complaint or when allegations concern minors or individuals whose identity the City has a legal

¹ Councilmembers are subject to the process outlined in CP#26

basis to protect, the complaint will be shared with the subject of the complaint.

- f. Retaliation of any kind against a person who in good faith files a complaint, participates in an investigation, or is a witness in any investigation is strictly prohibited.

2. *Investigation and Resolution*

- a. The City Manager or designee is authorized to conduct an investigation of all complaints and to determine if a third party or outside investigator will be used to conduct the investigation.
- b. Following an investigation, any report containing conclusions concerning whether or not any law, regulation, policy, or other standard was violated will be immediately forwarded to City Council.
- c. If immediate suspension of any board or commission member is legally required, the City Manager is authorized to request the subject member to refrain from attending any relevant board or commission meeting until otherwise directed by Council; otherwise, only Council as a whole may suspend a board or commission member at a regular or special meeting. The City Manager will have the authority to recommend and carry out an alternative method to address the board or commission member's behavior, such as training.
- d. The City Manager may place a resolution for removal of the board or commission member on the consent agenda for an upcoming Council meeting. Prior to any such action, the subject of the investigation will be apprised of the grounds for any removal and have an opportunity to appear at the Council meeting during which the resolution for removal is presented and to provide comment on the same.
- e. Pursuant to City Charter Section 11.1(4), board and commission members serve at the pleasure of Council and may be removed with or without cause for any reason by a majority vote of the entire council. Council may choose to disregard or waive this policy, and take any action with respect to any board or commission member's appointment that is authorized by Charter or Code, including removal. If any of the steps outlined in this policy are not followed, that will not affect the propriety of Council's action with respect to any otherwise authorized action taken with respect to a board or commission member.

G. PROCEDURAL RULES

Bob's Rules of Order for Colorado Local Governments (2023) is adopted as the rules of order for all City boards and commissions meetings, unless procedural rules are otherwise adopted in a board or commission's bylaws. In cases where the adopted edition of *Bob's Rules of Order* is inconsistent with the City Charter, City codes, and board or commission's bylaws, the City Charter, City codes, and board or commission's bylaws shall govern and control.