

BOARDS & COMMISSIONS CANDIDATES MEMORANDUM

Civil Service Commission

Instructions: Complete all highlighted sections. Save file as "BOARD NAME_CandidateMemo_YYYYMMDD" Upload word file to the Board's designated Box folder. Notify boardsandcommissions@denvergov.org.

To	Mayor Mike Johnston, Office of Boards & Commissions
From	Gracie Perez (marygrace.perez@denvergov.org)
Date	April 28, 2026

BOARD PURPOSE

The Commission is responsible for administering the testing process for entry-level and promotional positions within the Denver Police and Fire Departments, policy administration, and hearing disciplinary appeals of classified members. The Commissioners oversee the administrative functions of the Executive Director, who supervises staff.

APPOINTMENT CANDIDATE PROFILES

Instructions: Copy and paste candidate profile box as many times as necessary. Include ALL CANDIDATES for recommendation in this cycle in ONE MEMO.

Term Dates: July 1, 2026 & June 30, 2028



Bio:

James Everett is a public service and organizational leadership professional with experience in corrections, security operations, human resources, learning and development, and community leadership. He has served on Emergency Response and Crisis Negotiation teams, roles requiring sound judgment and steady decision-making under pressure. He mentors men across Denver navigating unexpected pregnancies, emphasizing accountability, fatherhood, and purposeful choices. He also works in campus security for the Colorado Community College System, supporting operational safety and facility oversight. A former Commissioner for the Denver Civil Service Commission, he contributed to ethical, merit-based oversight of police and fire hiring. He is pursuing a Bachelor of Science in Emergency Service Administration with goals in

James Everett
Men's Program Associate,
Alternatives Colorado
He/Him/His
Black or African American

Male

executive public leadership and governmental systems improvement. His work centers on disciplined leadership, principled service, and strengthening institutions that support communities.

Statement of Support:

It is with great enthusiasm that I endorse the appointment of James Everett to the Civil Service Commission Board. Mr. Everett previously served from May 1, 2025, to April 30, 2026, completing the term of an unplanned vacancy in a Council-appointed seat. During that time, he brought invaluable Human Resources expertise that helped stabilize the agency during a pivotal period. His deep knowledge and steadfast commitment to the betterment of our community have consistently been evident in his thoughtful approach to candidate selection and his ability to foster insightful, thought-provoking discussions. Following an initial decision not to seek reappointment, City Council conducted a search for a replacement candidate. He later thoughtfully pondered and expressed interest in a reappointment however, City Council had already selected a replacement. They encouraged him to "throw his hat in the ring" in future openings. I am confident of their support for his nomination.

Candidate Answers to Additional Screener Questions:

Describe a previous experience that demonstrates how you would approach your role.

I spent five years at the Colorado Department of Corrections. There, I learned a saying that I still hold to: we must remain firm, fair, and consistent. I still bring that mindset to policy development and working within human resources contexts. Diversity and equity should not only be future goals; we should have a culture that already embodies those values and welcomes others into it.

At the Denver Public Library, I showed an example of growth. I started as a Security Officer at the Blair Caldwell African American Research Library on Welton. Through hard work and over eleven years, I was promoted through multiple positions before arriving at the Central Library in Human Resources. There, I showed how a person can transition in life and continue reaching for higher. I also set the example of providing a high level of service to anyone within the Denver community. It did not matter what a person's background was, they were going to receive a high level of customer service every time.

From there, I worked in organizational development, learning and development, DEI, and human resources across multiple municipalities. In those roles, I learned how to expand my individual one-on-one or departmental work to influence organizational culture, processes, and policies.

Now, I am able to develop tailored approaches that focus on both individual goals and organizational needs as a whole. I work to

ensure we are developing policies that help people succeed while also maintaining the standards required for the organization and the public that entrusts them.

My first year on the board involved a great deal of transition and settling. I believe if given this opportunity, you will see the full value of my experience, leadership, and unique professional perspective.

Describe what goals or actions of this Mayoral administration align with your personal priorities for the City.

Mayor Mike Johnston's administration has consistently highlighted a focus on public safety, accountability, and the overall welfare of the people of Denver. His leadership is not about slogans, but people-centered solutions. He and his administration have put in the effort to help people feel safe, trust public systems, and understand that standards still matter.

These priorities align with me because I believe strong communities are built through safety, accountability, and trust in the systems meant to serve them.

To be more specific, I admire the efforts around homelessness, especially the House1000 initiative and the broader All In Mile High efforts. Even in my own neighborhoods of Westwood and Ruby Hill, I can see tangible improvements and the city's willingness to invest in areas that were often overlooked.

This administration has also shown that policy must keep compassion in mind. When compassion is paired with accountability, long-term solutions can be reached instead of temporary fixes.

To truly build trust within any community, there must be a high level of trust in the police, fire department, and emergency responders. My part in this is through my work with the Civil Service Commission.

I also value the focus on reducing violent crime, strengthening community safety, and rebuilding trust between residents and public institutions by ensuring we hire the best professionals we can, professionals who understand the importance of trust, stewardship, and integrity. The understanding of this culture starts during the hiring process.

Reappointment? No

Term Number: 1

For New Appointments:

Filling an Open Seat? No

Replacing an Expiring Seat: Replacing an unplanned vacancy. Current Board Member Chantell Taylor who was appointed July 2, 2025, with term expiring June 30, 2027, has expressed through text message on April 21, 2026, her intent to resign at the end of her term's first year (June 30, 2026). Her intent to resign was reconfirmed via telephone call on April 27, 2026.

Appointment Process for Seat: (b) Mayoral Appointment, Council Confirmation

FULL BOARD DEMOGRAPHICS SUMMARY

Gender		Race		Ethnicity	
Male	3	Black/African Am.	1	Hispanic/Latino	1
Female		Asian Am., Native Hawaiian, Pacific Islander	0		
Other identification		Native Am.	#		
		White	#		
		Two or more	#		
		Other	1		

CURRENT BOARD MEMBERSHIP

Total number of seats: 5

Name	Appointment Type	Appointing Body	Term	Term End Date	Gender	Race	Hispanic or Latino
Steven Foster	Mayoral Appointment		1	12/31/2026	M	Other	No
Gregory Moore	Mayoral Appointment		2	2/29/2028	M	Black or African American	No
Noah Stout	City Council Appointment		3	8/31/2027	M	Other	Yes
Chantell Taylor	Mayoral Appointment, Council Confirmation		1	6/30/2026 (resignation)	F	Other	No
Peter Whiteneck	City Council Appointment		1	Pending			

BOARD COMPOSITION REQUIREMENTS

The Board of Commissioners is composed of five civilian members. The Mayor appoints two members; City Council appoints two members; and one member is nominated by the Mayor, subject to the approval of the City Council, and is appointed by ordinance.