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## BAC-10558

### Contact Information

|                 |               |                                       |                  |
|-----------------|---------------|---------------------------------------|------------------|
| Contact Name    | JAMES EVERETT | Home Address                          | [REDACTED]       |
| Preferred Phone | [REDACTED]    | Home City                             | [REDACTED]       |
| Preferred Email | [REDACTED]    | Home State                            | [REDACTED]       |
| Other Phone     |               | Home Zip                              | [REDACTED]       |
| Other Email     |               | County                                | [REDACTED]       |
| DOB             | [REDACTED]    | Hispanic or Latino origin or Descent? | No               |
| Gender          | Male          | Race/Ethnicity                        | African American |
| Other Gender    |               | Other Ethnicity                       |                  |
|                 |               | Tribal Affiliation                    |                  |
|                 |               | Salutation                            | Mr.              |
|                 |               | Pronouns                              | He               |

### Application

|        |                      |                           |  |
|--------|----------------------|---------------------------|--|
| Status | Pending Confirmation | Council Resolution Number |  |
| Notes  |                      |                           |  |

### Board Information

|            |                          |                                    |                          |
|------------|--------------------------|------------------------------------|--------------------------|
| Board Name | Civil Service Commission | Original Start Date                |                          |
|            |                          | End Date                           |                          |
|            |                          | Other boards or commissions served | Civil Service Commission |

### Work Information

|                  |  |              |  |
|------------------|--|--------------|--|
| Employer         |  | Work Address |  |
| Position         |  | Work City    |  |
| Business Phone # |  | Work State   |  |
| Work Email       |  | Work Zip     |  |

### Additional Information

|                                 |     |                           |    |
|---------------------------------|-----|---------------------------|----|
| Work or home in Denver          | Yes | Objection to appointment? | No |
| Are you a registered voter?     |     | Special Information       |    |
| If so, what county?             |     | Registered Lobbyist       | No |
| Denver City Council District No | 3   | Conflict of Interest      | No |

Conflict of Interest  
Explanation

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### Education and General Qualifications

|                                 |     |                                     |
|---------------------------------|-----|-------------------------------------|
| Name of High School             |     | Name of Graduate School             |
| Location of High School         |     | Location of Graduate School         |
| # of Years Attended High school |     | # of Years Attended Graduate School |
| Did you Graduate High School    | Yes | Did you Graduate                    |
|                                 |     | Graduate Major                      |
| Name of College                 |     |                                     |
| Location of College             |     |                                     |
| # of Years Attended College     |     |                                     |
| Did you Graduate College        |     |                                     |
| Undergrad Major                 |     |                                     |

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### Reference Details

|                    |  |                      |
|--------------------|--|----------------------|
| Reference Name #1  |  | Reference Email #1   |
| Reference Phone #1 |  | Reference Address #1 |
| Reference Name #2  |  | Reference Email #2   |
| Reference Phone #2 |  | Reference Address #2 |
| Reference Name #3  |  | Reference Email #3   |
| Reference Phone #3 |  | Reference Address #3 |

Agree to a background check

Owner Esther Lee Leach

Created By Denver Integration, 4/29/2026, 1:06 PM

Last Modified By Sterling Simms, 5/15/2026, 10:43 AM

### Notes & Attachments

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#### James BIO (1).pdf

Type Attachment  
Last Modified Denver Integration  
Description  
[View file](#)

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#### 20260408\_111907-IMG\_STYLE (1).jpg

Type Attachment  
Last Modified Denver Integration  
Description  
[View file](#)

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#### Profile (2).pdf

Type Attachment  
Last Modified Denver Integration  
Description  
[View file](#)

### Applicants History

5/15/2026, 10:43 AM

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User **Sterling Simms**

Action **Changed Status from In Progress to Pending Confirmation.**

5/6/2026, 1:28 PM

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User **Sterling Simms**

Action **Changed Status from New to In Progress.**

4/29/2026, 1:06 PM

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User **Denver Integration**

Action **Created.**

# James Everett

Organizational Development | Mental Health Advocacy | Behavioral Health Systems | Human Behavior, Culture & Psychological Wellness

Denver, Colorado, United States

## Summary

I work at the intersection of human behavior, organizational development, and service to others.

My background spans public safety, government operations, human resources, and direct community engagement, where I have worked in high-pressure environments requiring sound judgment, emotional discipline, and consistent accountability.

I currently serve as a Civil Service Commissioner for the City and County of Denver, making binding decisions that impact hiring, promotions, and discipline within the Police and Fire Departments. In parallel, I work directly with men through structured sessions focused on responsibility, decision-making, emotional health, and personal accountability.

My professional background includes leading human resources and organizational development efforts at the county and municipal level, supporting leadership, shaping policy, and improving workplace culture and performance. My foundation also includes years in corrections, where I developed a deeper understanding of behavior, crisis response, trauma, and the realities of mental and emotional instability under pressure.

My long-term focus is centered on mental health, behavioral health systems, and the deeper work of helping people think clearly, heal well, and function effectively. I value discipline, clarity, and truth, and I believe strong mental health begins with responsibility, honest reflection, and the courage to confront what is real.

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## Experience

Alternatives Colorado

## Men's Program Associate

April 2025 - Present (1 year 1 month)

Denver Metropolitan Area

- Lead sessions with men to navigate pregnancy-related decisions and personal responsibility.
- Equip participants to embrace their roles as fathers and partners with clarity and accountability.
- Focus on building discipline and strengthening decision-making for long-term family benefits.

## City and County of Denver

Civil Service Commissioner

April 2025 - April 2026 (1 year 1 month)

Denver County, Colorado, United States

- City Council Appointee to the Denver Civil Service Commission, entrusted to uphold merit-based civil service principles and public accountability
- Oversaw hiring, promotion, and disciplinary processes for the Denver Police and Fire Departments.
- Reviewed cases and made binding decisions in alignment with the City Charter and Code of Ethics.
- Ensured accountability, transparency, and public trust while certifying the most qualified candidates.

## Summit County, Colorado

Deputy Director of Human Resources

December 2024 - April 2025 (5 months)

- Led the Human Resources function for Summit County, driving strategic direction in employee relations and organizational development.
- Advised leadership on high-impact decisions to align policies with legal standards and organizational goals.
- Focused on enhancing accountability and improving workforce performance to build a stable and effective team.

## Town of Erie

### Human Resources Manager

November 2023 - November 2024 (1 year 1 month)

- Led organizational development and learning initiatives for the Town of Erie, enhancing workforce capability.
- Partnered with leadership to implement training programs aligning culture with operational goals.
- Focused on improving performance and building leadership capacity across the organization.
- Reinforced accountability, supporting employee growth and organizational effectiveness.

## City and County of Broomfield

### Organizational Development Specialist

June 2021 - November 2023 (2 years 6 months)

Broomfield, Colorado, United States

- Supported initiatives to enhance workforce capability and organizational effectiveness for the City and County of Broomfield.
- Designed and facilitated training programs aimed at leadership development and performance improvement.
- Collaborated with various departments to align goals and reinforce accountability across the organization.

## Denver Public Library

11 years 2 months

### Human Resources Learning Program Specialist

October 2018 - June 2021 (2 years 9 months)

Denver Metropolitan Area

- Developed and delivered comprehensive training programs to enhance employee skills at the Denver Public Library.
- Facilitated engaging learning sessions that aligned with organizational operational needs.

- Supported staff development initiatives to improve overall performance and capability across the organization.

#### Technology Specialist

December 2015 - October 2018 (2 years 11 months)

Denver Metropolitan Area

- Provided hands-on assistance to public and staff at the Denver Public Library.
- Resolved technical issues and guided users in navigating digital resources.
- Focused on improving access and building confidence with technology.
- Ensured reliable and effective service delivery to enhance user experience.

#### Circulation Clerk & Volunteer Coordinator

June 2013 - December 2015 (2 years 7 months)

Denver Metropolitan Area

- Managed data entry and maintained accurate records to support library operations.
- Provided exceptional customer service to patrons, enhancing their library experience.
- Coordinated volunteer activities, fostering community engagement and support for library programs.

#### Security Officer & Circulation Security Clerk

May 2010 - June 2013 (3 years 2 months)

Denver Metropolitan Area

- Maintained a safe and orderly environment at the Denver Public Library while supporting front-line service operations.
- Monitored facilities and responded to incidents, ensuring compliance with library policies.
- Assisted with circulation tasks and engaged with patrons to enhance their library experience.

#### Colorado Department of Corrections

Sergeant

February 2005 - May 2010 (5 years 4 months)

- Led daily operations in a secure correctional environment, ensuring safety and accountability.
- Supervised personnel while enforcing policies to maintain order and discipline.
- Responded to incidents with sound judgment, effectively managing high-pressure situations.

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## Education

Arapahoe Community College - **Currently Enrolled**  
Bachelor of Science, Emergency Service Administration

Grace Christian University  
Associate's Degree, Organizational Leadership

**4.29.206**

**From: James Everett**

**To: Civil Service Commission Board Consideration**

My formative years began in Korea. My father served as a Warrant Officer in the United States Army, and my mother is Korean. We lived off base in Korea until I was five years old, when my family relocated to Colorado Springs, where my father completed his 20 year military career at Fort Carson.

I spent my elementary, middle, and high school years in Colorado Springs, and those experiences shaped how I understand people, systems, and leadership.

I attended an elementary school that was diverse, where I was exposed early to people from many different backgrounds and perspectives. I then moved to a middle school that was far less diverse and operated with a much more rigid culture. Students were managed with strict control. We were expected to walk only on one side of the hallways, and even small mistakes were often met with public correction and raised voices. It created an environment where structure often felt more important than development.

In high school, I experienced the opposite. The environment was less restrictive, expectations were higher, and students were treated with greater trust and personal responsibility. There was a clear assumption that success was expected, not exceptional.

These contrasting environments taught me an important lesson: systems and culture shape how people see themselves and what they believe is possible for their future. The standards around people can either raise ceilings or lower them.

At the same time, I learned that environment is not the sole determinant of success. While serving first as a Correctional Officer and later as a Sergeant with the Colorado Department of Corrections, I encountered many individuals from backgrounds that would have been considered more affluent or advantaged. That experience reinforced for me that opportunity matters, but personal choices, accountability, and character matter just as much.

My own journey toward success was not built on shortcuts, but on consistency, discipline, and the willingness to keep growing. My professional career began in corrections, where I spent five years with the Colorado Department of Corrections. That environment taught me discipline, accountability, and a principle I still carry today: to remain firm, fair, and consistent. Working in corrections showed me the direct impact that leadership, structure, and personal responsibility have on people's lives.

From there, I transitioned into public service with the Denver Public Library as a Security Officer at the Blair Caldwell African American Research Library on Welton. It was there that I learned the value of service, professionalism, and showing respect to every person who walked through the door, regardless of their background or circumstance.

Over the course of eleven years, I continued to grow within the library system, earning multiple promotions and eventually moving into Human Resources at the Central Library. That journey taught me that success is not about titles, but about trust, reliability, and the ability to serve people well at every level.

From there, I expanded into organizational development, learning and development, diversity and inclusion, and human resources across multiple municipalities. Each role strengthened my understanding of leadership

at a broader level, not just managing individuals, but helping shape culture, policy, and long term organizational success.

Throughout that path, I have remained grounded in public service. At the age of 45, I am no longer chasing titles or recognition. My goal is to help build and strengthen the institutions that have allowed me to grow, and to leave them better than I found them. I hope to create more opportunities for those who come after me, just as others created opportunities for me. If my work can contribute to a stronger, more accountable, and more people centered city, then I will consider that success.