



City Council Board and Commission Reappointment Policy

City Council Operations

April 16, 2025



DENVER
OFFICE OF CITY COUNCIL

The WHY

The City Council Board and Commission Review Panel has a goal of **increasing community access to boards and commissions to ensure equitable representation.**

The recruitment, appointment, and reappointment processes are being evaluated for **areas to improve.**

Today's proposal concerns adopting a **reappointment policy** to that end.

City Council Board and Commission Appointments



City Council appoints to 20 boards and commissions



May be sole appointing authority or in joint capacity with Mayor



Appointing authority and the required qualifications for a board member may be found in state statute, city charter, city code, or board bylaws



City Council
Board and
Commission
Review Panel



Council members Alvidrez,
Sawyer, and Watson



Appointed by Council
President



Serves as first level of review
for City Council
appointments and
reappointments



Legislative process: Appointments

Board Review Panel considers applicants

- New candidate: Salesforce application, resume, and cover letter
- Returning: Reappointment questionnaire, updated resume
- Agency and/or chair feedback
- Interviews
- Reference checks

With recommendation of Board Review Panel, appointing resolution or ordinance appears on following consent agendas:

- Finance & Governance
- Mayor Council
- City council

Opportunities for CMs to get involved:

- Share vacancies in newsletter and on social media
- Invite qualified contacts to apply (and let BRP know!)
- Questions about candidates or process? Call off FinGov consent and reach out to BRP for more information



Current reappointment process

When incumbents are eligible for and interested in reappointment:

- Board Review Panel requests feedback from agency staff
- Incumbent completes questionnaire about service and provides updated resume
- With no concerns, incumbent is reappointed

Policy proposal

Board Review Panel recommends adopting a policy to guide reappointment process

Seeks to balance leveraging incumbent experience with appointing new members with fresh perspective

Non-binding to provide City Council flexibility

Uses number of years served rather than term number

- Different boards have different term lengths
- Considers partial terms in similar manner as full terms

Policy Proposal: Up to 8 years of service

- The vacancy is posted on the City Council Boards and Commissions page but not advertised. Exceptional candidates may be considered to advance to an interview.
- Should there be candidates council desires to interview, incumbent is granted automatic advancement to interview stage.
- Candidates who are not selected to advance may be directed to other openings with City Council and connected with the Mayor's Office Boards and Commissions team, given the MO's increased number of available positions.

Policy Proposal: At 8 and up to 12 years of service

- The vacancy is posted on the City Council Boards and Commissions page.
- Staff develops and implements a recruitment campaign to advertise the vacancy. Channels could include social media, select news sites and reporters, city council newsletters, and information provided at city council district events.
- Incumbent is granted automatic advancement to interview stage.

Policy Proposal: At 12 years of service

Incumbent should be replaced, except in special circumstances.

Discussion

