



REGULAR MEETING AGENDA ITEM

Civil Service Commission Applicant Packet

The Commission currently has vacancies due to the resignation of its members. Councilmember Liaison Michelle Talarico interviewed candidates for these appointments on December 2, 2024, and December 4, 2024. Present during the interviews were Richard Cahn, Chair of the Commission; Danielle Delgado, Human Resources Manager; and Fire Deputy Chief Timothy De Leon. The following named persons are recommended to fill the open vacancies:

Appointments	Position	Term	Term Effective Date	Expiration of Term
Stacy Gatto	Voting Member	Unexpired Term	January 14, 2025	November 25, 2025
Keith James Howard	Voting Member	Unexpired Term	January 14, 2025	November 25, 2025
Gavin Rainey	Alternate Member	1 st Term	January 14, 2025	January 11, 2028

Profile

Stacy

First Name

Gatto

Last Name

Email Address

Are you a resident of the City of Colorado Springs? Yes No

In what City Council District do you reside? * District 1

Use the following link to determine if you live inside City limits and to find your City Council District:

<https://coloradosprings.gov/city-clerk/page/city-council-districts>

Street Address

Suite or Apt

City

State

Postal Code

Primary Phone

Self

Employer

Workplace Consultant

Job Title

Which Boards would you like to apply for?

Civil Service Commission: Submitted

Introduction**Briefly introduce yourself and state your interest in serving on a specific Board, Commission, or Committee**

I held the position of Colorado Springs Deputy City Attorney in charge of Employment and Litigation until my retirement in 2010. I was the legal advisor to the Civil Service Commission for a number of years, and in that capacity provided legal advice on various police and fire matters, drafted rules, and brought numerous disciplinary matters before the Commission for their determination. One police disciplinary matter was appealed to the Colorado Court of Appeals, and I successfully represented the City in the Commission's decision to uphold the discipline imposed. Given my experience, I believe I can bring a unique and diverse perspective to the Commission. I look forward to the opportunity to give back to the City in this manner. Thank you for your consideration.

Relevant Experience and Community Involvement

Stacy Gatto

Highlight any volunteer work, previous service on boards or committees, and community involvement that demonstrates your commitment to public service and the community.

As an attorney in the City Attorney's Office, I was the legal advisor to several boards and commissions, most notably the Civil Service Commission and Liquor and Beer Advisory Board. As a volunteer, I have served on the Susan Komen Race for the Cure Board, and am an active volunteer with Community Partnership for Child Development/Headstart, Care and Share, and my church.

Supplemental Materials (if applicable)

[Gatto Resume .docx](#)

Include any additional materials that may strengthen your application, such as a resume or examples of your work in the community.

STACY L. GATTO, ESQ.



PROFESSIONAL EXPERIENCE:

Workplace Consultant; Legal Counsel. 2011-current.

Conducted workplace investigations for public and private employers involving allegations of violations of the Civil Rights Act of 1964 (Title VII), the ADA, the ADEA, FMLA, their state equivalent, as well as claims of retaliation and violations of internal policies and procedures. Compiled written findings of fact, and submitted recommendations upon request of employer. Worked with employers in revising employment policies and practices. Represented employers in administrative proceedings before the Equal Employment Opportunity Commission and Colorado Civil Rights Commission.

*Deputy City Attorney, Litigation and Employment Divisions,
Office of the City Attorney, City of Colorado Springs, Colorado. 1997-2010.*

Represented City of Colorado Springs and its legal entities in employment related matters before administrative and judicial forums in state and federal courts; provided legal advice to City departments and entities, including Memorial Health System, Colorado Springs Utilities, Colorado Springs Police Department and Colorado Springs Fire Department; legal advisor to Colorado Springs Civil Service Commission; supervised litigation attorneys in all aspects of civil litigation and administrative forums; supervised employment attorneys with assigned cases in federal, state and local courts, the Equal Employment Opportunity Commission, Colorado Civil Rights Commission, unemployment appeals and internal disciplinary processes; supervised litigation paralegals; assumed role of Acting City Attorney during absences of City Attorney.

Employment Attorney, Office of the City Attorney. 1990-1997.

Represented City in employment litigation in state and federal courts, handled four cases from trial stage through the appellate process before the Colorado Supreme Court; responsible for cases before the Equal Employment Opportunity Commission and other administrative bodies; prosecuted internal disciplinary hearings and appeals; provided legal advice to City of Colorado Springs and its legal entities; acted as legal advisor to Civil Service Commission.

Chief Prosecutor, Office of the City Attorney. 1986-1989.

Responsible for the functioning of the Prosecution Division of the City Attorney's Office, including supervision of five prosecutors and support staff; handled trial docket in criminal and traffic cases; supervised attorneys in advising the Colorado Springs Liquor Licensing Board as well as prosecuting violations of the Colorado Liquor Code.

Prosecutor, Office of the City Attorney. 1984-1985.

Responsible for criminal and traffic trial dockets; prosecuted violations of taxi licenses and massage licenses; prosecuted violations of local and state liquor codes; legal advisor to City Liquor Advisory Board.

TEACHING EXPERIENCE:

Instructor; Webster University, Colorado Springs, Colorado. 2010-2019.

Taught Employment Law for Business course to students in Master's Degree Program.

Instructor; Blair Junior College, Colorado Springs, Colorado. 1993-1996.

Taught Legal Research and Writing course to paralegal students.

EDUCATION:

Juris Doctorate; Environmental Certificate of Excellence.

Northwestern School of Law of Lewis and Clark College, Portland, Oregon.

Bachelor of Arts Degree; Political Science and History.

Saint Olaf College, Northfield, Minnesota.

References and Writing Samples Available Upon Request.

Profile

Keith

First Name

Howard

Last Name

Email Address

Are you a resident of the City of Colorado Springs? Yes No

In what City Council District do you reside? * District 1

Use the following link to determine if you live inside City limits and to find your City Council District:

<https://coloradosprings.gov/city-clerk/page/city-council-districts>

Street Address

Suite or Apt

City

State

Postal Code

Primary Phone

Self

Employer

President

Job Title

Which Boards would you like to apply for?

Civil Service Commission: Submitted

Introduction

Briefly introduce yourself and state your interest in serving on a specific Board, Commission, or Committee

Hello. My name is James Howard. This year one of my small businesses was impacted by a now common smash and grab crime. This has motivated me to become more involved in the community. I applied for this position because I respect and appreciate our local Civil Servants. That being said, I believe in accountability and upholding the values we expect from this service as well. I would like to be involved with our local police and firefighters and would bring my years of being a small business owner in this community to this position. My wife and I have owned and operated 2 successful small businesses in Colorado Springs for almost 12 years now. Before that, I managed a restaurant for 14 years and have the respect, courtesy, and people skills to be fair and just in the decisions I make. I believe in fairness and a common sense approach to the issues we deal with on a daily basis in Colorado Springs. I am a Colorado Springs native and would like to see Colorado Springs moving in the right direction for our future generations.

Keith Howard

Relevant Experience and Community Involvement

Highlight any volunteer work, previous service on boards or committees, and community involvement that demonstrates your commitment to public service and the community.

Vice President of the Rocky Mountain Smoke Free Association June 2022-July 2024 Current
board member of the Rocky Mountain Smoke Free Association Feb 2-present

Supplemental Materials (if applicable)

Include any additional materials that may strengthen your application, such as a resume or examples of your work in the community.

Keith James Howard



President Vapor Uprising Falcon LLC

Colorado Springs , 80907 / 1-719-407-5387 / jhoward66vw@msn.com

Professional summary

President of Vapor Uprising Falcon LLC with over two decades of experience in leadership and strategic planning. Demonstrates exceptional skills in team building and business development, consistently driving growth and innovation. Passionate about mentoring leadership teams and implementing data-driven strategies to enhance operational efficiency and align with long-term company vision.

Employment history

2018 - PRESENT

PEYTON CO

President , Vapor Uprising Falcon LLC

- Nurture a culture of teamwork and open communication. Mentor leadership team, promoting professional development and succession planning.
- Lead cross-functional teams to achieve ambitious business objectives. Implement data-driven strategies, significantly boosting operational efficiency.
- Oversee all aspects of business operations, ensuring alignment with long-term vision. Make critical decisions that shape company trajectory and market presence.

2014 - PRESENT

COLORADO SPRINGS

Vice President , Vapor Uprising LLC

- Led strategic initiatives as Vice President at Vapor Uprising LLC, driving innovation and fostering a culture of continuous improvement across departments.
- Spearheaded operational efficiency projects, resulting in substantial cost savings and streamlined processes for Vapor Uprising LLC.
- Leveraged data-driven insights to inform critical business decisions, optimizing resource allocation and identifying new growth opportunities.

2018 - PRESENT

COLORADO SPRINGS

Voting Board Member, Rocky Mountain Smoke Free Alliance

- Advocated for smoke-free policies, collaborating with stakeholders to drive legislative changes. Analyzed data to support initiatives, resulting in improved public health outcomes.
- Pioneered creative outreach strategies, engaging diverse communities in smoke-free campaigns. Developed novel educational programs, significantly increasing awareness and participation.
- Led strategic planning sessions, setting measurable goals for smoke-free initiatives. Implemented action plans that yielded tangible progress in reducing smoking rates across the region.

2022 - 2024

COLORADO SPRINGS

Vice President , Rocky Mountain Smoke Free Alliance

- Spearheaded strategic initiatives to promote smoke-free environments, driving policy changes and fostering community partnerships for healthier communities.
- Led advocacy campaigns resulting in substantial increase in smoke-free public spaces, measurably improving air quality and public health outcomes.
- Mentored staff and volunteers, cultivating a passionate team dedicated to advancing the organization's mission and expanding its influence in the region.

2000 - 2014

COLORADO SPRINGS

Manager , Tony's Restaurant Downtown LLC

- Led operations at Tony's Restaurant, driving revenue growth and enhancing customer satisfaction. Implemented cost-saving measures, resulting in improved profitability.
- Fostered a team-oriented environment at Tony's, improving staff retention and productivity. Mentored junior staff, facilitating their career growth.
- Oversaw quality control processes at Tony's, ensuring consistent food quality and service standards. Implemented rigorous health and safety protocols.

Skills

Leadership

Strategic Planning

Business Development

Public Speaking

Team Building

Education

1990 - 1992

COLORADO SPRINGS

Diploma, Coronado High School

1994 - 1996

COLORADO SPRINGS

Pikes Peak Community College

Profile

Gavin

First Name

Rainey

Last Name

Email Address

Are you a resident of the City of Colorado Springs? Yes No

In what City Council District do you reside? * District 2

Use the following link to determine if you live inside City limits and to find your City Council District:

<https://coloradosprings.gov/city-clerk/page/city-council-districts>

Street Address

Suite or Apt

City

State

Postal Code

Primary Phone

Raising Canes

Employer

Certified Trainer

Job Title

Which Boards would you like to apply for?

Development Review Enterprise Advisory Committee: Submitted

Law Enforcement Transparency and Advisory Commission: Submitted

Introduction

Briefly introduce yourself and state your interest in serving on a specific Board, Commission, or Committee

I'm a member of the working class that has a passion for government and civil service. I've served on the ASD20 DTAC this year and found that I thoroughly enjoy collaborating with others to help improve and maintain my community. I enjoy being active in the world of government and elections as I've volunteered for 2 campaigns this election cycle and was a delegate to multiple conventions this cycle. To summarize, I've dipped my toe in civil service/volunteering and I deeply am of them and I wish to do more in any capacity possible.

Relevant Experience and Community Involvement

Highlight any volunteer work, previous service on boards or committees, and community involvement that demonstrates your commitment to public service and the community.

I was a member of the ASD20 District Technology Advisory Committee for the 2024 session

Supplemental Materials (if applicable)

[Gavin_Matthew_Rainey_Resume.pdf](#)

Include any additional materials that may strengthen your application, such as a resume or examples of your work in the community.

Gavin Rainey

Certified Trainer, High
Potential Crew
Member

Gavin Rainey

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Skills

Customer service, Conflict resolution (problem solving), Time management, Attention to detail, Adherence to standards, Creativity, Adaptability, Flexibility, Teamwork

Experience

Raising Canes / High Potential Crew Member, Certified Trainer

February 2023-Present, North Academy (2/23-5/24) to Barnes (5/24-Present)

Training: Training new hires on company standards for customer service/food preparation/cleaning, Giving feedback to new hires to improve job performance, Communicating with management to ensure thorough training of new hires

Customer Service: Helping customers understand and navigate menu, making recommendations on various menu items, ensuring customer safety from possible food allergens, receiving customer complaints and working towards positive, timely resolutions to leave customer satisfied

Janitorial Duties: Cleaning bathrooms frequently to ensure a safe environment for customers and employees, cleaning dining room frequently to make certain customers enjoyed a clean environment while dining, cleaning kitchen and employee areas often to guarantee food quality and safety of employees

Food preparation: Preparing food within government and company safety standards, operating fryers, assembling large multitude of food products, cleaning dishes thoroughly to prevent cross contamination and unwanted residue

Receiving Food Product: Sorting food items (1-50lbs) into correct areas to result in smooth restaurant operations, complying with company standards and government regulation

Wendy's / Crew Member

June 2021 - September 2023, Hartsel

Food preparation: Preparing food within government and company safety standards, operating fryers, assembling large multitude of food products, cleaning dishes thoroughly to prevent cross contamination and unwanted residue

Customer Service: Helping customers understand and navigate a wide variety of menu options, making recommendations on menu items, ensuring customer safety from possible allergens, receiving customer complaints and providing solutions within a timely manner resulting in positive customer reaction

Janitorial Duties: Cleaning bathrooms frequently to ensure a safe environment for customers and employees, cleaning dining room frequently to make certain customers enjoyed a clean environment while dining, cleaning kitchen and employee areas often to guarantee food quality and safety of employees

Receiving Food Product: Sorting food items (1-50lbs) into correct areas to result in smooth restaurant operations, complying with company standards and government regulations

Hobby Lobby / Store Room Associate

August 2020 - January 2021, North Academy

Customer service: helping customers navigate a diverse range of product, receiving customer complaints and providing quick and rapid resolutions leaving customer with beneficial experience, receiving calls and helping to fulfill any request for help or information over the phone

Janitorial duties: Cleaning bathrooms frequently to ensure a safe environment for customers and employees, cleaning sales floor (mopping, dusting) to maintain a pristine environment to maximize positive customer experience and therefore sales

Merchandise Handling: Receiving + moving large amount of merchandise of varying weight (1-100+ lbs), sorting merchandise onto large area of sales floor in a aesthetically pleasing + neat way to enhance customer experience and improve sales

Education

Liberty High School

August 2019-August 2023,