



An Energy Equity Action Plan for The City of Commerce City



PARTNERS IN ENERGY
An Xcel Energy Community Collaboration

ACKNOWLEDGEMENTS

Thank you to the following individuals who contributed many hours of service to developing this Energy Equity Action Plan.

The content of this plan was developed in collaboration with Commerce City staff through monthly meetings hosted by Xcel Energy's Partners in Energy. Xcel Energy is the main electric and gas utility serving Commerce City. Partners in Energy is a two-year collaboration to develop and implement a community's energy goals. This plan is the result of a Partners in Energy Equity Pilot, to advance energy action in disproportionately impacted communities.

Name	Organization
Melody Mascarenaz	Commerce City
Olivia Quagliani	Commerce City
Libby Tart	Commerce City
Roxana Martinez	Commerce City
Garrett Anderson	Commerce City
Gilberto Andrade	Commerce City
Paulina Ursua Garcia	Commerce City
Carlos Maciel	Commerce City
Luz Croghan	Arapahoe County
Justin Howe	Arapahoe County
Paulina Samosa	Xcel Energy Partners in Energy
Sarah Kaye	Xcel Energy Partners in Energy
Van Wallace	Xcel Energy Partners in Energy
Sofia Troutman	Xcel Energy
Karolynn Vergil	Xcel Energy

This Energy Equity Action Plan was funded by and developed in collaboration with Xcel Energy's Partners in Energy. Partners in Energy shall not be responsible for any content, analysis, or results if Commerce City has made modifications to the plan.

TABLE OF CONTENTS

Acknowledgements.....	i
Introduction	1
About This Plan.....	1
Why an Energy Equity Action Plan.....	1
Where We Are Now	4
Residential Context and Equity Insights.....	4
Language Access and Multilingual Needs	5
Race and Ethnicity	5
Income Disparities	6
Housing Tenure	7
Housing Stock Age	8
Mobile Home Communities.....	9
Residential Energy Use Patterns.....	10
Commercial Context and Equity Insights	11
Large Energy Users and Industrial Efficiency	12
Where We Are Going.....	13
Energy Equity Vision.....	13
Energy Equity Action Plan Goals and Targets.....	13
Focus Areas	13
How We Are Going To Get There	15
Focus Area: Income Qualified Single-Family and Mobile Homes (IQ)	15
Strategy IQ-1: Home and Safety Resource Fair Pilot	15
Strategy IQ-2: Suncor Area Weatherization Pilot.....	16
Strategy IQ-3: Connect Income-Qualified Homes with Income-Qualified Rebates.....	17
Strategy IQ-4: Renter Support Toolkit.....	18
Focus Area: Multifamily Housing (MF)	18
Strategy MF-1: Affordable Complex Retrofit Engagement	19
Focus Area: Small Businesses (SB)	19
Strategy SB-1: Business Equitable Energy Resource Kit.....	19
Strategy SB-2: Sector-based Business Outreach.....	20
Focus Area: Large Businesses and Industrial Users (LBI)	21
Strategy LBI-1: Industrial Efficiency Cohort with Manufacturer’s Edge	21
How We Stay On Course.....	23

Implementation Impact and Tracking Progress.....	23
Adapting to a Changing Landscape	26

INTRODUCTION



About This Plan

Partners in Energy is a two-year collaboration between Xcel Energy and communities within its service area. The program supports communities in developing and implementing customized energy action plans. Commerce City was selected as an Equity Pilot community, giving special focus to addressing energy burden and access to energy resources disparities in energy resources. Throughout this process, Xcel Energy provided facilitation, data analysis, and program alignment to help the City build an actionable and measurable equity-focused energy plan.

The Commerce City Energy Equity Action Plan advances the community's [Sustainability Action Plan](#) by translating energy-efficiency goals into actionable strategies through an equity lens. It focuses on reducing energy burden and environmental exposure, particularly renters, income-qualified households, and communities adjacent to industrial activity.

This plan was developed by the Energy Action Team made up of Commerce City staff, Xcel Energy's Partners in energy facilitators, Xcel Energy staff, and community partners through monthly coordination meetings. The process integrated GIS mapping to identify areas with the highest need, reviewed baseline energy usage data, assessed equity indicators, and prioritized strategies and targets accordingly. All strategies were chosen to focus implementation resources where they will have the most equitable impact. While Commerce City is served by multiple energy utilities, this effort focuses solely on Xcel Energy customers based on community intake displaying equity concerns centered in the Commerce City core, which is served by Xcel Energy.

Why an Energy Equity Action Plan

Energy Equity recognizes that some populations have historically faced higher energy burdens and have had fewer opportunities to learn about and participate in utility programs or benefit from energy efficiency upgrades. By prioritizing resources and support for those most impacted, energy equity planning seeks to reduce energy burden and improve health outcomes. **Energy**

equity means ensuring that all community members can access the benefits of energy efficiency and clean energy, regardless of income, language, housing status, or race. Commerce City's Sustainability Action Plan identifies two core energy strategies (Figure 1).

Strategy EE 1: Expand Residential Energy Efficiency & Retrofit Programs

- **Plan Emphasis:**

- Prioritize low-income communities & landlords
- Prevent displacement linked to electrification upgrade costs
- Provide additional outreach & education to ensure equitable access

- **Commerce City Focus:**

- Residential sector (owners & renters)
- Deep interventions (weatherization, retrofits)
- Strong equity component for vulnerable populations

Strategy EE 8: Sustain Energy Efficiency Outreach & Incentives

- **Plan Emphasis:**

- Engage all energy users—residential and commercial
- Offer information, rebates, and incentives (utilities, Department of Energy, Environmental Protection Agency) Encourage adoption of efficient appliances, insulation, windows, etc.
- Increase awareness of costs and savings potential through electrification & efficiency

- **Commerce City Focus:**

- Broader target audience (residents & businesses)
- Ongoing education, awareness campaigns, and financial incentives
- General promotion of efficiency measures and electrification benefits

Figure 1: Commerce City's Sustainability Action Plan Energy Strategies

This Energy Equity Action Plan provides a focused roadmap for advancing these strategies in a way that centers equity. For example, electrification centers equity when it builds on existing efficiency upgrades and does not create additional risk for displacement or cost burden. The plan also recognizes the significant role of large energy users in Commerce City and seeks to engage the commercial and industrial sectors in reducing emissions and local pollution. It complements regional work led by organizations like the Denver Regional Council of Governments (DRCOG) and leaves space for plans to tackle transportation electrification and broader community-scale initiatives.

Rather than implementing broad or duplicative efforts, this plan prioritizes deep interventions in high-impact areas and leverages ongoing efforts that do not pose financial or logistical burdens on vulnerable households.

The Commerce City Energy Equity Action Plan translates these strategies into specific, equity-focused, and data-driven actions by leveraging local energy usage data and GIS mapping to

identify neighborhoods with high energy burdens. The plan identifies relevant Xcel Energy programs for deep weatherization and retrofit services as well as broad incentive offerings.

Focusing Efforts to Maximize Impacts: To make a meaningful impact with limited resources, this plan intentionally narrows its focus to strategies that directly advance energy equity. As a result, it does not include broad residential outreach, standalone electrification initiatives, or transportation electrification efforts. Instead, the plan emphasizes energy efficiency as a foundational step toward future electrification and incorporates electrification only when it poses no added financial burden to residents or property owners. Broader initiatives, such as community-scale electrification or transportation electrification, are better supported through regional partnerships, such as with Denver Regional Council of Governments (DRCOG), or future collaborations with Xcel Energy's Partners in Energy.



WHERE WE ARE NOW

An integral part of the Partners in Energy planning process is reviewing historic demographic and energy data that informs our community's energy baseline. While United Power serves a substantial portion of the community, this plan focuses on households and businesses within Xcel Energy territory, where income-qualified rebates and weatherization programs are available to support equity-centered implementation. All energy use and program participation data analyzed for this plan was provided by Xcel Energy and reviewed through an equity lens.

Residential Context and Equity Insights

Commerce City's energy landscape is shaped by demographic and housing disparities that contribute to uneven energy burdens. The areas with the highest energy burden often correlate with lower household incomes, higher renter occupancy, limited English proficiency, and older housing stock.

Energy burden refers to the percentage of a household's gross annual income spent on home energy costs, including electricity and natural gas. It is calculated by dividing a household's total annual energy expenses by their total annual income. Households spending 6% or more of their income on energy are considered to have a high energy burden.

The following subsections summarize some of the key contexts that present opportunities to advance energy equity in the community.

Language Access and Multilingual Needs

30.1% of households in Commerce City speak a language other than English at home¹. This highlights the need for multilingual resources and outreach, particularly in Spanish, to improve equitable access to energy-saving programs. Figure 2 supports this by showing the percentage of adults (18+) with limited English proficiency by census tract, identifying areas where language isolation is most prevalent.

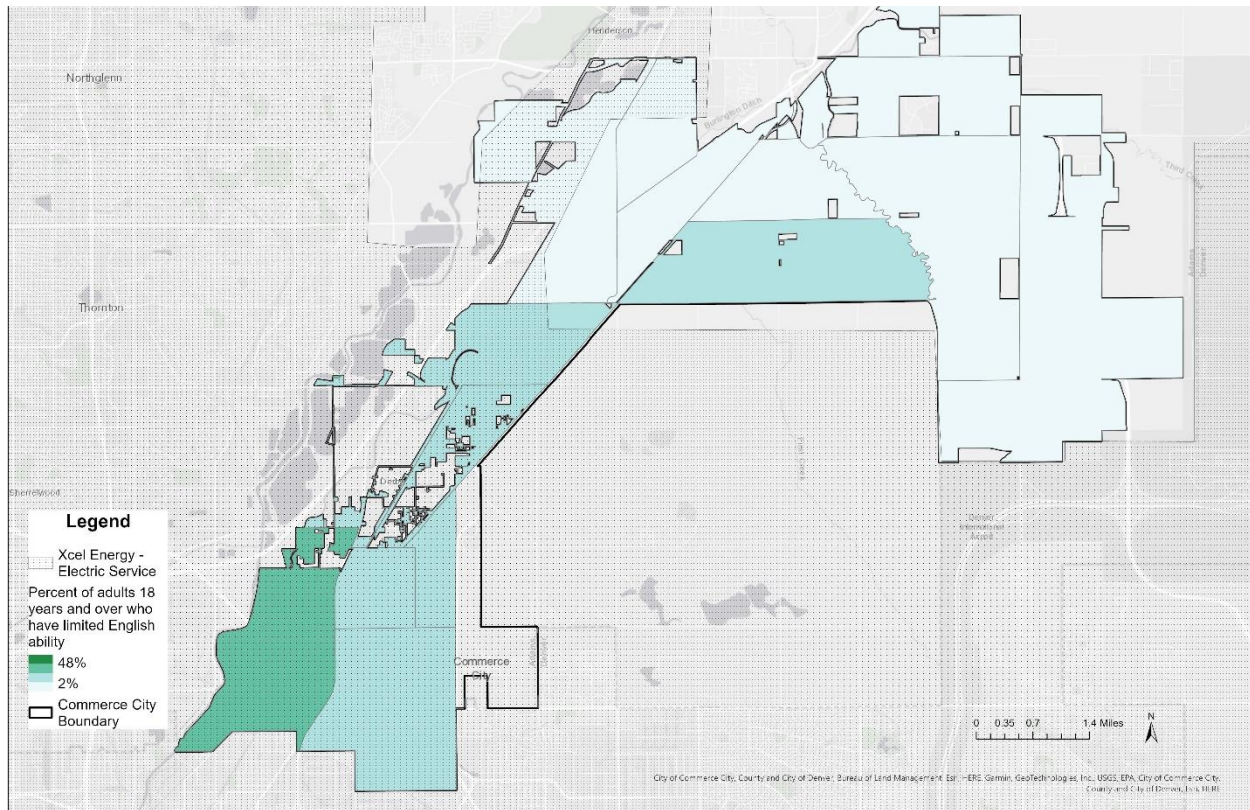


Figure 2: Percent of Adults Who Have Limited English Ability

Race and Ethnicity

In Commerce City 48.3% of residents identify as Hispanic or Latino (of any race), and 41.2% identify as White alone (not Hispanic or Latino)². The city also includes Black or African American (4.4%), Asian (2.4%), and multiracial (18.6%) populations. These demographics call for culturally responsive program design. Figure 3 the predominant race and ethnicity by census tract, helping to inform strategies for inclusive engagement.

¹ U.S. Census Bureau. (2023). *Language spoken at home: 2023 ACS 5-Year Estimates Data Table S1601 (Commerce City, CO)*. data.census.gov.

<https://data.census.gov/table/ACSST5Y2023.S1601?q=160XX00US0816495>

² U.S. Census Bureau. (2023). *ACS Demographic and Housing Estimates: 2023 ACS 5-Year Estimates Data Profile (DP05), Commerce City, CO*. data.census.gov.

<https://data.census.gov/table/ACSDP5Y2023.DP05?q=160XX00US0816495>

Programs should be designed with cultural and linguistic relevance in mind to ensure they effectively reach Commerce City's diverse population, particularly Spanish-speaking households and communities. Culturally responsive outreach increases participation and supports an equitable distribution of resources.

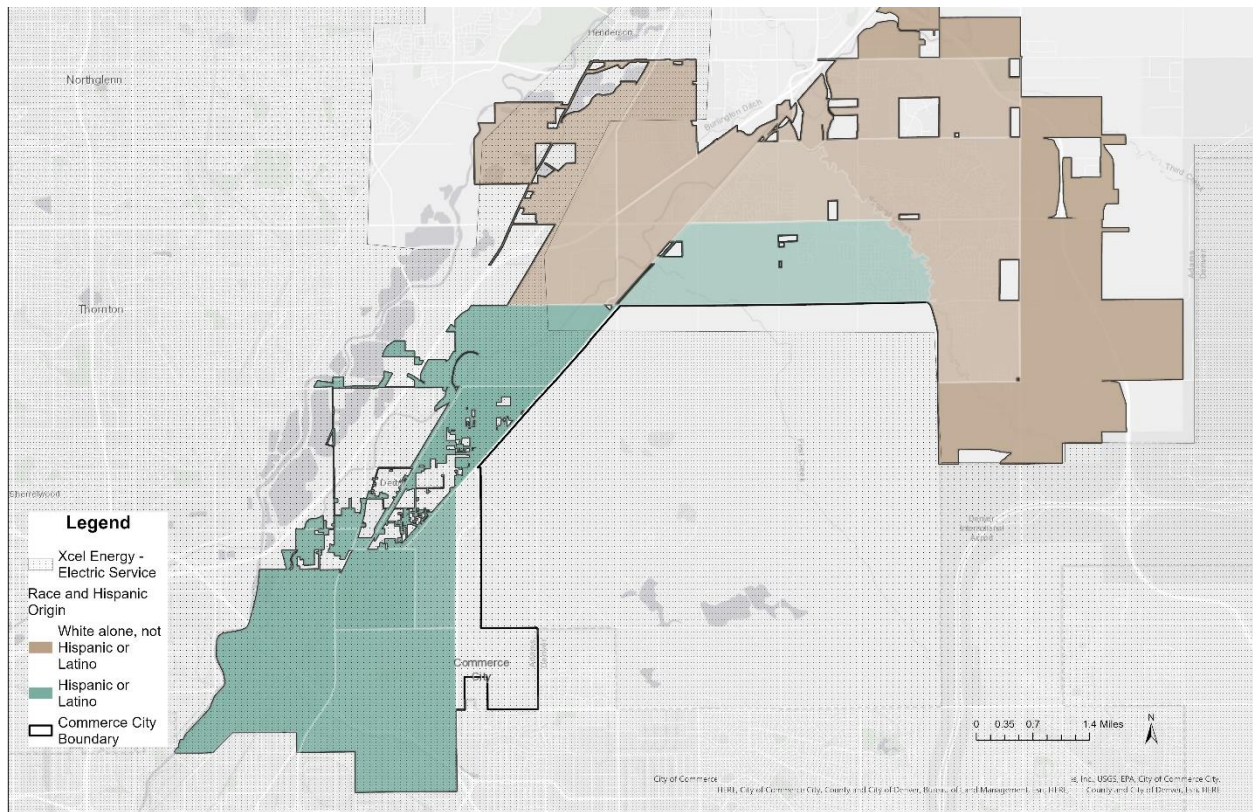


Figure 3: Predominant Race and Hispanic Origin by Census Tract

Income Disparities

Commerce City's median household income is \$117,157³. However, census tract-level data reveals significant variation, with lower-income areas often overlapping with higher energy burden zones. Figure 4 helps identify these disparities to guide equitable resource allocation.

³ U.S. Census Bureau. (2023). *Income in the past 12 months (in 2023 inflation-adjusted dollars): 2023 ACS 5-Year Estimates Subject Table S1901, Commerce City, CO.* data.census.gov. <https://data.census.gov/table/ACSST5Y2023.S1901?q=160XX00US0816495>

Understanding geographic income distribution helps connect residents with income-qualified resources that align with their need.

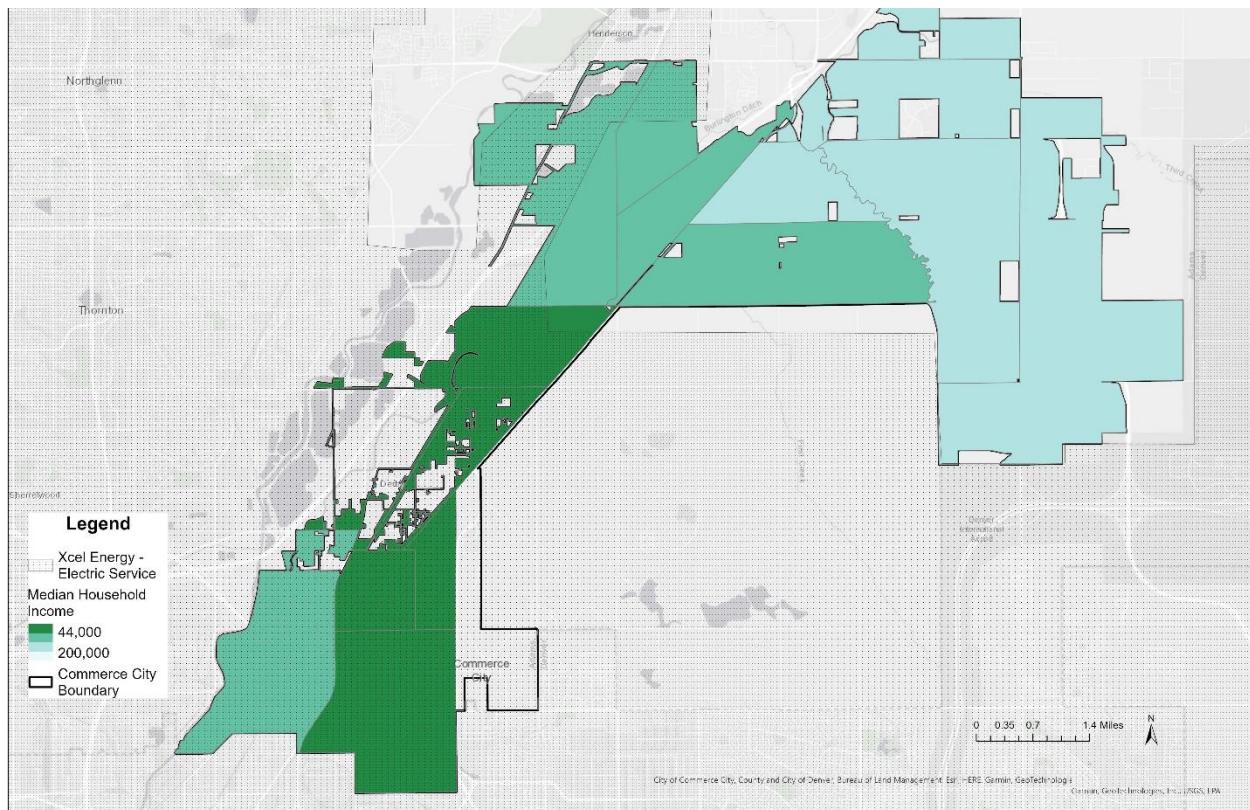


Figure 4: Median Household Income

Housing Tenure

81.5% of homes in Commerce City are owner-occupied and 18.5% are renter-occupied⁴. Renters may face limited decision-making power over energy upgrades, highlighting the importance of landlord engagement. A split incentive occurs when tenants pay the utility bills while landlords are responsible for making energy upgrades. This can limit participation, as landlords may not see a direct benefit and tenants may be concerned about rent increases. Figure 5 shows where renter households are most concentrated to support targeted outreach with landlords and tenants.

⁴ U.S. Census Bureau. (2023). *Selected housing characteristics: 2023 ACS 1-Year Estimates Subject Table S2502, Commerce City, CO*. data.census.gov.
<https://data.census.gov/table/ACSST1Y2023.S2502?q=160XX00US0816495>

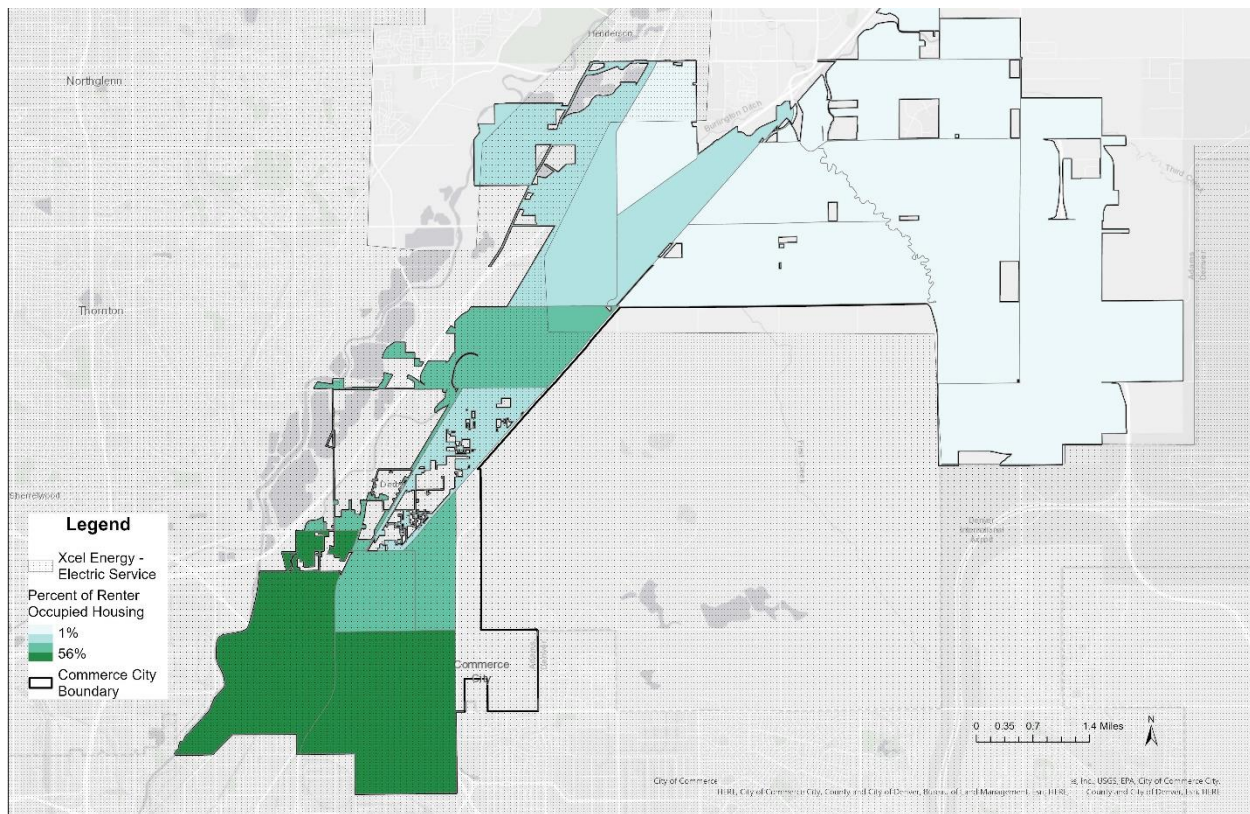


Figure 5: Percent of Renter Occupied Housing

Housing Stock Age

In Commerce City 63.7% of homes were built in 2000 or later, 5.8% between 1999 to 1980, and 24.5% before 1980⁵. Homes in energy-burdened neighborhoods are often significantly older, many built before 1970, and may require extensive retrofits such as aging roofs, outdated wiring, presence of asbestos, and other structural problems. These conditions can either delay or complicate energy efficiency improvements, particularly when upgrades take priority or are needed before efficiency upgrades are made. Historically, many energy programs have not covered this level of support, but there are programs available or in development to address these barriers. Figure 6 identifies these areas to support program prioritization for weatherization and HVAC upgrades.

⁵ U.S. Census Bureau. (2023). *Physical housing characteristics for occupied housing units: 2023 ACS 5-Year Estimates Subject Table S2504, Commerce City, CO.* data.census.gov. <https://data.census.gov/table/ACSST5Y2023.S2504?g=160XX00US0816495>

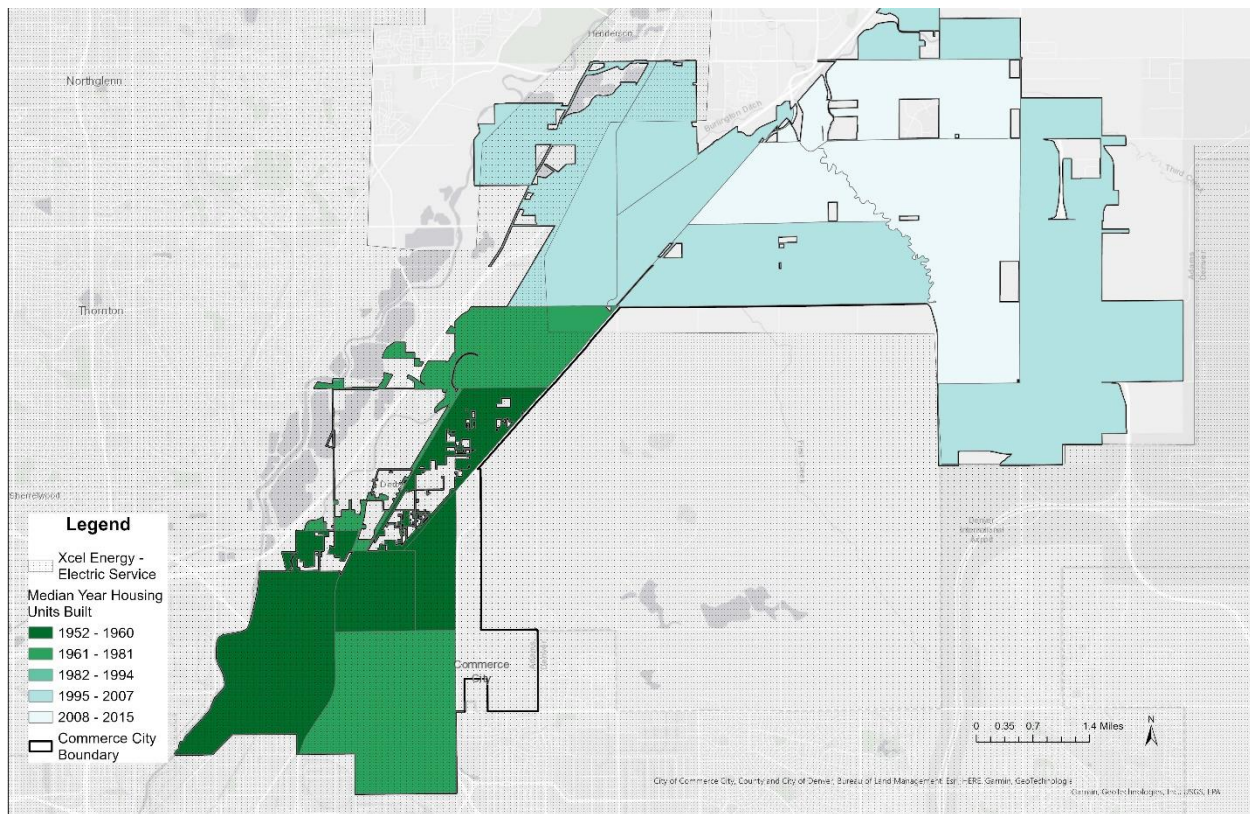


Figure 6: Median Year Housing Unit Built

Mobile Home Communities

Mobile homes represent a concentrated segment of Commerce City's high energy burden households. Many are in southwest areas of the city and are often older and poorly insulated, contributing to disproportionately high energy costs for residents. Additionally, mobile home residents may face financial, legal, or structural barriers that prevent participation in standard efficiency programs. Figure 7 identifies these locations and helps inform place-based strategies that combine weatherization support, direct install services, and outreach tailored to the unique needs of these communities.

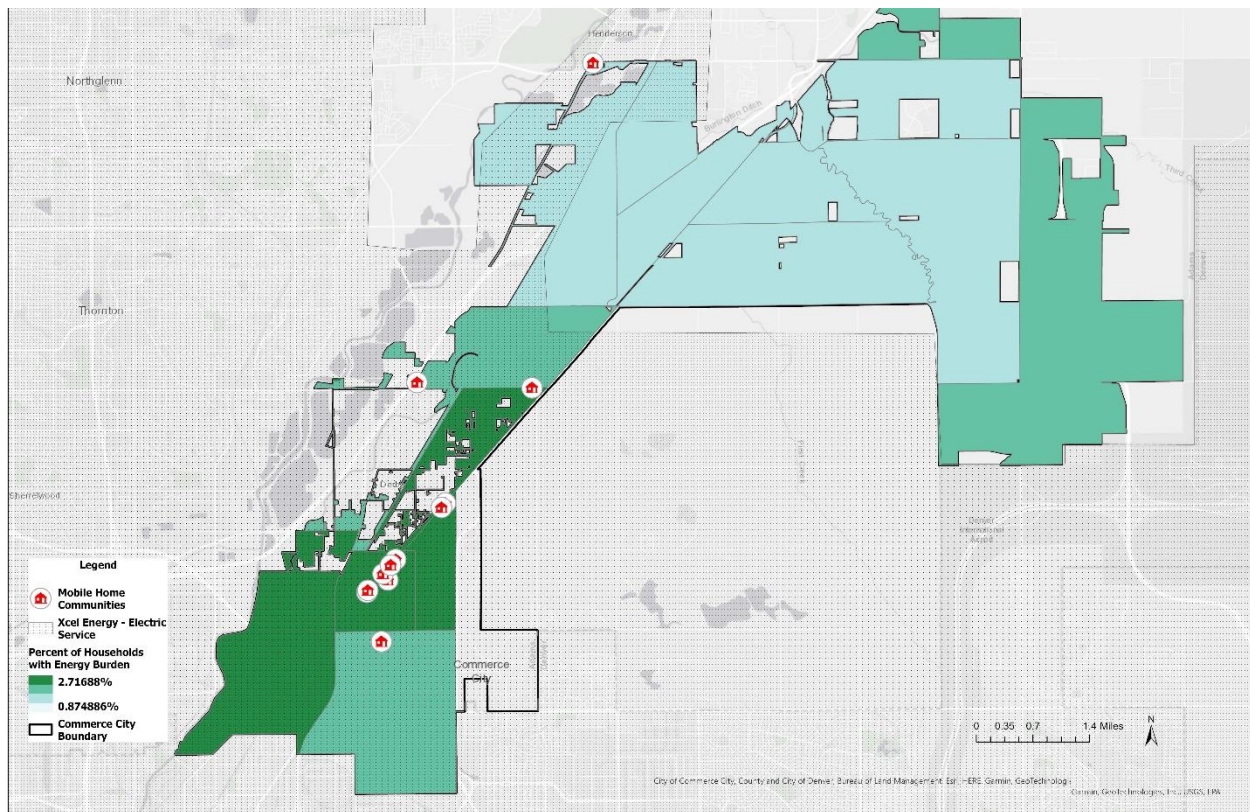


Figure 7: Mobile Home Communities in Commerce City

These equity-driven insights shape our Energy Equity Action Plan focus. By directing resources toward neighborhoods where energy burden overlaps with language, income, tenure, and housing age, Commerce City can ensure that efficiency upgrades and incentive programs deliver the greatest benefit to the residents who need them most.

Residential Energy Use Patterns

While Commerce City's commercial and industrial sector consumes most of energy citywide, residential energy use is rising alongside population and housing growth. From 2021 to 2023, the number of residential premises in Xcel Energy territory increased by 7.3%. Despite relatively low per-unit consumption compared to commercial and industrial users, residential energy use contributes significantly to community emissions and household energy burden particularly for low-income and renter households in older homes. The residential sector accounts for 43% of natural gas consumption (Figure 8). The average Xcel Energy residential customer in Commerce City uses approximately 2,160 kWh of electricity and 650 therms of natural gas per year. Common end uses include heating, water heating, cooling, and lighting. These figures underscore the importance of targeted home retrofits, weatherization, and appliance rebates for advancing household energy equity.

2023 Natural Gas Consumption (therms)
34,606,502

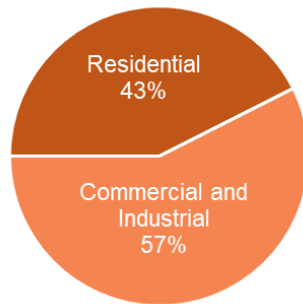


Figure 8: 2023 Natural Gas Consumption in Commerce City

Commercial Context and Equity Insights

Though commercial and industrial properties represent just 10% of premises in Commerce City in 2023 (Figure 9), they account for most of the energy use (Figure 10).

2023 Total Energy Consumption MMBtu
4,414,055

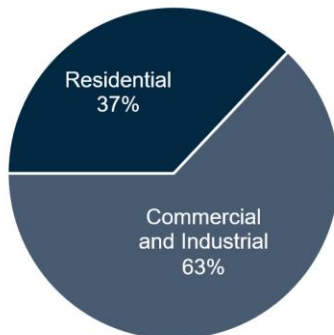


Figure 9: 2023 Total Energy Consumption in Commerce City

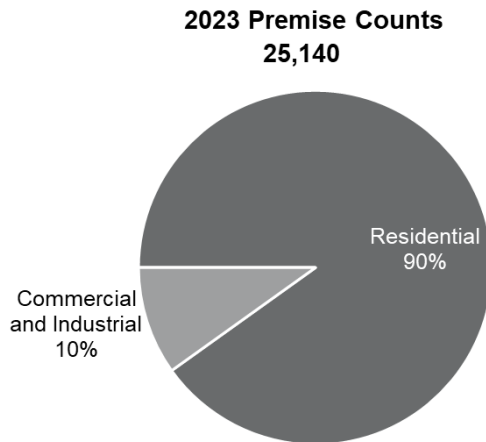


Figure 10: 2023 Premise Counts in Commerce City

Large Energy Users and Industrial Efficiency

Compared to peer communities like Arvada, Thornton, Westminster, and Greeley, Commerce City's commercial and industrial sector uses 64% more electricity, 80% more gas, and 149% more energy overall. These higher energy demands are likely due to the city's industrial mix characterized by large-scale manufacturers, warehouses, and logistics centers.

The average commercial premise consumes 97,634 kWh of electricity and 7,937 therms of natural gas annually, roughly 45 times and 12 times the residential average, respectively. Major commercial and industrial energy end uses include HVAC, lighting, and refrigeration.

Energy costs reflect these high energy loads. In 2023, the average commercial premise spent \$10,422 on electricity and \$4,429 on gas, well above peer community averages. These cost burdens offer a strong business case for efficient investments.

These high-energy users, particularly manufacturers and industrial businesses, can play a key role in reducing overall emissions and improving local air quality. Given their large footprint and energy load, even modest efficiency improvements in this sector can yield significant environmental benefits. This plan includes strategies to better engage these businesses and reduce their contributions to pollution and energy consumption.



WHERE WE ARE GOING

Energy Equity Vision

This Energy Equity Action Plan seeks to align with the Energy Vision of the Commerce City Sustainability Action Plan.

Vision Statement: The community recognized the potential for energy efficiency to reduce residents' energy burden and promote air quality and expressed great interest in expanding energy efficiency technologies across the city. They sought a strong policy stance from the City to require sweeping energy efficiency improvements across Commerce City, particularly in support of renters and low-income, energy burdened communities.

Energy Equity Action Plan Goals and Targets

This Energy Equity Action Plan also seeks to make progress toward the community-wide energy efficiency goals outlined in the City's Sustainability Action Plan:

- **Greenhouse Gas Emissions:** Reduce GHG emissions by 50% by 2030 and 90% by 2050, in alignment with the State of Colorado's goals.
- **Energy Use Reduction:** Decrease overall energy use by 25% by 2030 and 40% by 2050.
- **Electrification:** Support electrification in 15% of all buildings by 2030 and 60% by 2050.

Focus Areas

The Energy Equity Action Plan focuses on four primary sectors that reflect the community's most pressing energy equity needs and align with the strategies identified in the planning process:

Focus Area	Energy Equity Objective	Focus Area Scope
------------	-------------------------	------------------

1) Income-Qualified Single-Family and Mobile Homes	Reducing energy burden and increasing comfort	Prioritize weatherization and outreach in areas with a high energy burden, particularly mobile home communities and neighborhoods adjacent to industrial activity/disproportionately impacted communities.
2) Multifamily Housing	Improving comfort for tenants	Engage affordable housing property managers and tenants through audits, direct installs, and retrofit planning. These strategies aim to overcome split incentives and support long-term building performance.
3) Small Businesses	Reducing energy burden	Delivery sector-based outreach to existing and incoming businesses with materials that make energy savings more accessible. Leverage permitting processes, business networks, and City partnerships to increase program visibility.
4) Large and Industrial Businesses	Reducing pollution through process efficiency and electrification	Collaborate with high-consumption facilities, especially manufacturers, to identify strategic energy management opportunities.

Each focus area is supported by tailored strategies and participation targets that reflect Commerce City's energy equity priorities and capacity for implementation. Strategies that align with community values, available resources, and measurable targets. The next section outlines how Commerce City will bring these strategies to life.

HOW WE ARE GOING TO GET THERE



To achieve the Commerce City’s energy vision and goal, the Energy Action Team identified a set of strategies to support plan implementation. Each focus area includes a set of tailored strategies co-developed with community input to address specific barriers and opportunities. These strategies are organized under the following consistent framework:

- **Description:** Background and rationale for the strategy
- **Targets:** Participation or savings metrics to measure success
- **Scope:** Detailed outline of strategy objectives, deliverables, and tasks
- **Roles and Responsibilities:** Lead entities and collaborators

Focus Area: Income Qualified Single-Family and Mobile Homes (IQ)

Prioritize weatherization and outreach in areas with a high energy burden, particularly mobile home communities and neighborhoods adjacent to industrial activity/disproportionately impacted communities.

Strategy IQ-1: Home and Safety Resource Fair Pilot

Description Commerce City’s mobile home and manufactured housing communities experience some of the highest energy burdens in the city. Many residents also face language access and trust barriers that make navigating energy programs difficult.

This strategy focuses on delivering in-person support and direct installation services through a resource fair format to meet residents where they are and build trust in energy programs. Support provided includes free Home Energy Squad assessments, immediate weatherization measures, and onsite help with relevant income-qualified program applications.

Targets

- 12 Home Energy Squad assessments completed on event day
- 30 geographic prequalified rebate applications submitted

Scope

- Select a neighborhood pilot based on energy burden data, disproportionately impacted communities, and parcel data
- Find a community champion to help inform the event and support outreach efforts with help from the Community Well Being Division
- Conduct an interview/meeting with community members and identified community champion to discuss roles, responsibilities, and expectations
- Choose event date with support of community champion
- Engage partners: Arapahoe County Weatherization, Community Well Being staff, Cultivando, and immigration support groups
- Offer stipends to community-based organizations who provide resources to support the event
- Coordinate with Xcel Energy representatives to attend and assist with applications
- Develop outreach materials: door hangers and flyers for the community
- Compensate resident champion to support targeted outreach
- Provide day-of activities: assessments, rebate signups, bounce house, taco truck
- Work with Xcel Energy program implementer, CLEAResult, to understand common recommendations and identify contractors for follow-up installations

Roles and Responsibilities

- **Partners in Energy**
 - Support selection of pilot neighborhood based on equity indicators (energy burden, income, disproportionately impacted communities)
 - Develop outreach materials and event signage
 - Coordinate with CLEAResult, Arapahoe County Weatherization, and Xcel Energy program staff
 - Spanish translation and interpretation support
 - Co-create event with Commerce City and provide day of event support
 - Coordination and support for community champion
 - Track participation data and lessons learned
- **Commerce City**
 - Help select a pilot neighborhood
 - Identify and engage a resident community champion
 - Promote the event
 - Provide day-of support with City staff and share other income qualified relevant resources

Strategy IQ-2: Suncor Area Weatherization Pilot

Description Homes in neighborhoods adjacent to industrial activity face high energy burdens and environmental exposure. This strategy focuses on delivering Weatherization Assistance Program services in these areas with renter safeguards and community engagement.

Targets

- 30 participants for Weatherization Assistance Program

Scope

- Select block groups with high energy burden utilizing our energy burden equity map
- Identify community champion to support outreach strategy
 - Community champions may include residents, community-based organizations, or other trusted community connections
- Develop outreach materials to distribute throughout neighborhoods (door hangers/flyers)
 - Include Spanish translation support

- Enroll residents in the Weatherization Assistance Program (collaborate with Arapahoe County) through community buy-in meeting or through collaboration with community champion (door hangers/creation of mailing list)
 - Include renter safeguards in landlord agreements to prevent rent increases post-improvements
- Leverage additional resources available for low-income households. If health and safety concerns are identified, help residents come connect to other supportive services (e.g., DRCOG, CDBG Home Repair Program)

Roles and Responsibilities

- **Partners in Energy**
 - Support neighborhood and block group selection using energy burden mapping
 - Coordinate with Commerce City to develop outreach materials and distribution methods
 - Include Spanish translation of materials developed
 - Support coordination with identified community champion for outreach support
 - Coordinate with Arapahoe County to provide Weatherization Assistance Program services to selected neighborhood
 - Track progress and report outcomes through case study
- **Commerce City**
 - Lead neighborhood and block group selection
 - Provide logistical support for meetings and outreach events
 - Lead coordination with identified community champions and Arapahoe County Weatherization Assistance Program

Strategy IQ-3: Connect Income-Qualified Homes with Income-Qualified Rebates

Description Many income-qualified households are unaware of existing rebates and weatherization services. While the other strategies focus on deep, targeted outreach, this strategy focuses on broad outreach to connect as many residents as possible with income qualified program information, focused on owner-occupied income qualified homes.

Targets

- 60 households enrolled in at least one income qualified program

Scope

- Develop a detailed outreach plan to identify and align key messaging, timeline, and marketing materials with outreach opportunities (e.g., tabling, mailers, newsletters, social media, school events) for target audience.
 - Explore opportunities to partner with the City, local utilities, and other community organizations to develop three specific outreach channels (e.g., mailing lists)
 - Collaborate with Adams County Human Services Office to attend one existing clinic to provide onsite support (e.g., program sign up)
 - Partner with Community Well Being Division for referrals and outreach
- Develop materials in accordance with outreach plan to promote income qualified programs
 - Provide Spanish translation for materials created
- Leverage Xcel Energy RED truck to distribute materials created at three ongoing widely attended community events

Roles and Responsibilities

Partners in Energy

- Lead development of the outreach plan, including timeline, messaging, and target audiences with support of Commerce City
- Coordinate with Adams County Human Services Office to schedule clinic participation
- Support in-person engagement opportunities identified by coordinating attendance of Xcel Energy RED truck
- Design outreach materials and ensure all content is translated into Spanish

Commerce City

- Facilitate connections with City departments (e.g., Community Well-Being Division) and local partners
- Distribute outreach materials through City newsletters, websites, and community spaces
- Identify local events and opportunities for in-person engagement (e.g., school events, tabling)
- Support logistics for participation at partner clinics and events

Strategy IQ-4: Renter Support Toolkit

Description Renters in Commerce City often face barriers accessing weatherization benefits due to the need for landlord consent, split incentives, and fear of rent increases. This strategy focuses on educating renters and landlords about program benefits through a toolkit and direct outreach.

Targets

- Engage tenants and property owners
- Toolkit distributed to three partner channels
- One information session hosted

Scope

- Develop a bilingual (Spanish and English) toolkit outlining renter rights, program resources, and landlord benefits
- Coordinate with property owners to create and distribute outreach materials for tenants
- Promote toolkit through Housing Authority, rental assistance team, and local nonprofits
- Host at least one information session including giveaways (e.g., LEDs, nightlights)
- Highlight landlord benefits such as improved property value and subsidized appliance upgrades

Roles and Responsibilities

Partners in Energy

- Lead development of toolkit and include Spanish translation
- Design and coordinate distribution materials for tenant and landlord channels
- Develop talking points and materials for the information session
- Assist with planning and facilitation of the information session

Commerce City

- Promote toolkit
- Identify landlords and tenant groups to target for engagement
- Host or co-host the info session and distribute giveaway items
- Coordinate with Rental Assistance staff and other City partners

Focus Area: Multifamily Housing (MF)

Engage affordable housing property managers and tenants through audits, direct installs, and retrofit planning. These strategies aim to overcome split incentives and support long-term building performance.

Strategy MF-1: Affordable Complex Retrofit Engagement

Engage affordable housing property managers and tenants through audits, direct installs, and retrofit planning. These strategies aim to overcome split incentives and support long-term building performance.

Description Multifamily properties in Commerce City, especially older, income-restricted buildings often face significant energy efficiency challenges. Residents typically have limited control over energy-related decisions, and property managers may lack time or knowledge of available resources to make energy improvements. This strategy focuses on partnering with affordable housing property managers to explain mutual benefits of weatherization for property owners and managers, identify one to three complexes for audits, direct installs, and long-term retrofit planning, while supporting resident communication and landlord engagement.

Targets

- Three buildings to participate in Xcel Energy's Multifamily Affordable Housing Weatherization Program

Scope

- Select complexes from Commerce City's affordable housing list
 - May consider sites with senior or disabled residents (e.g., Kearney Plaza, Conter Estates, Holly Park)
- Draft communication packets to share program information and benefits with property owners and tenants
- Host three virtual meet-and-greets with property managers and distribute communication packets
- Share resource information with property owners or partner with City to facilitate communications

Roles and Responsibilities

- **Partners in Energy**
 - Lead implementation and coordination with Xcel Energy Multifamily Affordable Housing Weatherization Program and property managers
 - Draft outreach packets and event materials
 - Include Spanish translation
 - Provide staff support for virtual meet and greets
- **Commerce City**
 - Identify potential sites using city housing data
 - Help connect with property managers and housing staff
 - Promote participation through existing housing and equity networks
 - Support event logistics and coordination

Focus Area: Small Businesses (SB)

Delivery sector-based outreach to existing and incoming businesses with materials that make energy savings more accessible. Leverage permitting processes, business networks, and City partnerships to increase program visibility.

Strategy SB-1: Business Equitable Energy Resource Kit

Description: Commerce City has a robust business community. The Economic Development department works to attract new businesses in alignment with Commerce City values and connects existing businesses with resources to help them thrive. The Community Development Department also plays a role in supporting Commerce City's business community, by reviewing

permits for building improvements. This strategy focuses on connecting prospective, incoming, and existing businesses with information to help advance energy equity in Commerce City's commercial sector.

Targets

- Increase business participation in Xcel Energy Design Assistance and Energy Efficient Buildings

Scope

- Share relevant Xcel Energy program information through [Elevate Commerce](#). Elevate Commerce is Commerce City's Business Retention and Expansion Program that supports businesses by connecting them with resources, fostering partnerships, and guiding growth through site searches, incentives, and development liaison services
- Direct businesses to the relevant Xcel Energy programs as part of permitting process (e.g., new construction programs and equipment rebates)
- Share sector-specific flyers (e.g., restaurant, retail, liquor & convenience, professional services, manufacturing) that connect businesses with information about relevant Xcel Energy programs that advance energy equity in the commercial sector
 - Provide Spanish translation support
- Train relevant Commerce City staff on relevant Xcel Energy programs (virtual)

Roles and Responsibilities

- **Partners in Energy**
 - Develop Xcel Energy program information materials to promote via Elevate Commerce
 - Draft up to three suggested comment options with information about relevant Xcel Energy programs or other resources for Commerce City to use during the permitting process (e.g., comments for new development/redevelopment, HVAC)
 - Draft up to five sector-specific flyers with information about energy efficiency, equity, and relevant Xcel Energy programs
 - Design and deliver virtual Xcel Energy program training for staff
- **Commerce City**
 - Share relevant Xcel Energy program information during permitting process
 - Share sector specific flyers through appropriate channels (e.g., business pre-application meetings, as part of Strategy SB-2 and LBI-1).
 - Attend Xcel Energy program training

Strategy SB-2: Sector-based Business Outreach

Description

Electricity and natural gas costs can substantially impact the bottom line for small businesses. While energy efficiency can help reduce operational costs, the upfront costs for energy efficiency projects can be cost-prohibitive. There are many financing options and incentives to address this barrier but navigating all the available options can be overwhelming, especially for business owners with limited English proficiency. This strategy focuses on connecting small businesses with energy program information tailored to their sector, to help take the guess work out of energy efficiency improvements, and the programs available to reduce upfront costs.

Targets

- 50 businesses reached
- 14 participants in Xcel Energy HVAC+R rebate program

Scope

- Coordinate with Economic Development, Community Development, Adelante (local business support non-profit), and the Chamber of Commerce to determine target areas
- Plan and execute up to four sector-specific (e.g., professional services) and/or geographically specific (e.g., Derby businesses) outreach days, to connect businesses with relevant energy efficiency programs. Outreach may include attendance at meetings, door-to-door conversations, or other community events.
- Utilize or refine flyers developed as part of SB-1 to share with businesses (e.g., refrigeration-focused rebate information for liquor stores, cooking equipment-focused rebates for restaurants)

Roles and Responsibilities

- Partners in Energy
 - Develop and deliver virtual Xcel Energy program training to business liaisons
 - Refine sector-specific flyers, as needed
 - Support planning for small business outreach events
 - Attend one outreach day
- Commerce City
 - Lead the identification of four sector-specific or geographically specific business outreach opportunities
 - Provide community liaison(s) to serve as a trusted conduit of information between Xcel Energy and businesses
 - Lead planning for small business outreach days
 - Lead delivery of small business outreach days, in coordination with relevant liaisons

Focus Area: Large Businesses and Industrial Users (LBI)

Collaborate with high-consumption facilities, especially manufacturers, to identify strategic energy management opportunities.

Strategy LBI-1: Industrial Efficiency Cohort with Manufacturer's Edge

Description

Commerce City has a relatively large sector of energy-intensive businesses, including manufacturing and industrial businesses. These businesses represent substantial opportunities to reduce energy consumption and possibly to reduce emissions of local pollutants as manufacturing and industrial processes are made more efficient. This strategy focuses on connecting traditionally energy-intensive business types with high-impact Xcel Energy programs to improve the efficiency of manufacturing and industrial processes.

Targets

- Two participants in Strategic Energy Management
- Three participants in Custom Efficiency

- Or five in total (programs combined)

Scope

- Host a kickoff meeting with [Manufacturer's Edge](#) (Colorado's official Manufacturing Extension Partnership Center) and Commerce City Economic Development to identify target businesses and opportunities to collaborate
- Plan and host a breakfast roundtable with identified businesses, to share program information and secure program participation commitments with the support of the Chamber of Commerce. Consider including presentations from Xcel Energy to share information about power planning and large business resources more broadly.
- Support interested businesses in getting connected to the right program representatives and/or applications
- Develop a case study with interested businesses who utilize the program

Roles and Responsibilities

- Partners in Energy
 - Plan and host kickoff meeting with Manufacturer's Edge, Commerce City, and Xcel Energy
 - Lead planning for the Large Business Breakfast Roundtable
 - As needed, connect interested businesses with program information and/or Xcel Energy contact information to support participation
 - Lead the development of a case study, if an interested business is identified
- Commerce City
 - Attend kick off meeting and coordinate the attendance of Manufacturer's Edge
 - Support the planning of the Large Business Breakfast Roundtable
 - Identify a large business to participate in a case study, once the business has participated in an energy program



HOW WE STAY ON COURSE

The Commerce City Energy Action Team has worked collaboratively to develop focused, equity-driven goals and strategies that reflect the City’s energy vision. To achieve the targets outlined in this plan and support communities most impacted by energy burden and environmental stressors, Commerce City and its partners will maintain strong coordination and open communication throughout implementation.

Each focus area will have support teams, or staff responsible for coordinating activities, carrying out specific actions, and reporting on results. In the initial months of implementation, a core team made up of Commerce City staff and Xcel Energy’s Partners in Energy will meet regularly to guide efforts, coordinate across departments and partners, and ensure the plan remains aligned with capacity and equity priorities.

Implementation Impact and Tracking Progress

Partners in Energy will host regular project management check-in calls with Commerce City staff to ensure we stay on course to achieve our strategies. To ensure transparency and accountability, the City of Commerce City and Partners in Energy will track and report progress toward strategy targets throughout the implementation period. Tracking will help assess what is working well, identify where adjustments may be needed, and celebrate successes along the way.

Table 1 below summarizes the measurable targets associated with each strategy area. These indicators reflect a mix of participation goals, program enrollments, and strategy-specific deliverables.

Table 1

Strategy	Targets
IQ-1: Home and Safety Resource Fair Pilot	12 Home Energy Squad assessments; 30 rebate applications submitted

IQ-2: Suncor Area Weatherization Pilot	30 Weatherization Assistance Program participants
IQ-3: Connect Income-Qualified Homes with Rebates	60 households enrolled in at least one income-qualified program
IQ-4: Renter Support Toolkit	Engage tenants and landlords; 3 toolkit distribution partners; one information session hosted
MF-1: Affordable Complex Retrofit Engagement	Three buildings participating in the Multifamily Weatherization Program
SB-1: Business Equitable Energy Resource Kit	Increase participation in Xcel Energy Design; Assistance and Energy Efficient Buildings programs
SB-2: Sector-based Business Outreach	50 businesses reached: 14 participants in HVAC+R rebate program
LBI-1: Industrial Efficiency Cohort	Two participants in Strategic Energy Management, three in Custom Efficiency, or five combined

If commercial and industrial targets are met, the annual energy savings and greenhouse gas emissions savings are estimated to be(Figure 11):



Figure 11: Expected Commercial and Industrial Energy and Greenhouse Gas Emissions Savings in Commerce City

If residential program targets are met, annual energy savings are estimated to be (Figure 12):



Figure 12: Expected Residential Energy and Greenhouse Gas Savings in Commerce City

Partners in Energy will provide biannual progress reports with metrics of success and overall progress towards goals for Xcel Energy rebates and programs, with a focus on the targets listed in the table above. These reports will be available publicly and shared with both the community and Energy Action Team. If available, ad-hoc participation reports for specific Xcel Energy programs can be provided to measure the success of campaigns and to determine if we need to change the course.

Commerce City staff and partners will also track additional outreach and engagement activities, such as:

- Number of events held
- Materials distributed through community networks
- Resident and business participation in outreach campaigns
- Social media and newsletter performance
- Lessons learned from pilots or case studies

Each strategy will be supported by this tracking approach to ensure both quantitative and qualitative impacts are measured.

It will be important to let the wider community know how things are progressing and to recognize the collaborative efforts of those involved in hitting the plan targets. At critical milestones, Commerce City will publish updates on progress, share successes, and congratulate participants and partners.

Adapting to a Changing Landscape

This Energy Equity Action Plan is a living document that is cyclical in nature *Figure 13*. Goals and strategies will be assessed and refined as needed based on data and Commerce City staff capacity.

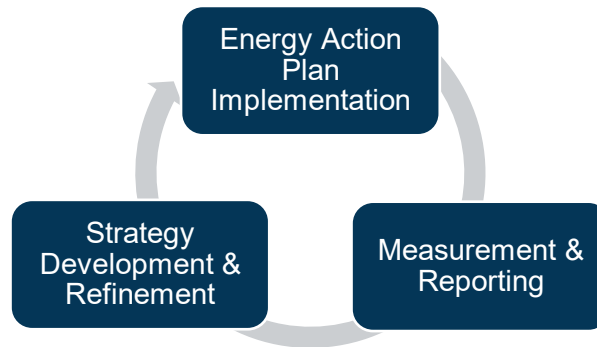


Figure 13: Cycle of Commerce City's Energy Action Plan Implementation, Measurement and Reporting, and Strategy Development

It will be important that strategies are evaluated and updated throughout implementation to reflect advancements in technology and new offerings from government entities and Xcel Energy. Throughout the planning process, we worked to build relationships between City staff and Xcel Energy staff that will foster the collaboration and cooperation required to successfully navigate the changing energy landscape.