



Town of Erie Sustainability Advisory Board Application

All advisory board and commission members will be expected to support the priorities and work plan set forth by the Town Council.

This board meets the **first Wednesday of each month at 6:30 PM**. You are required to notify your chair if you are going to be absent from a meeting. Failure to attend three consecutive regularly scheduled meetings without a leave of absence approved by majority of the Sustainability Advisory Board could be grounds for dismissal.

Full Name Robert Cowan

Are you an Erie resident? Yes

Are you under the age of eighteen? No

Home Address

[REDACTED]

Email

[REDACTED]

Primary Phone Number

[REDACTED]

Employer eGauge Systems

Job Title/Occupation CEO

Have you ever been employed by the Town of Erie? No

Do you work for or own a company that does business with the Town of Erie? No

What is your highest level of education completed? Bachelors Degree

Are you currently serving on an advisory board or commission? No

Are you currently serving on a board? No

Are you applying for more than one board? No

This board meets the **first Wednesday of each month at 6:30 PM**. You are required to notify your chair if you are going to be absent from a meeting. Only three excused absences are allowed per year.

Why are you interested in serving on a board or commission and what specific talents or expertise do you bring if appointed?

I've reached the point in my career and personal life where I feel compelled to give back and help others. Through eGauge, we've been part of numerous case studies and energy initiatives (<https://www.egauge.net/blog/category/case-study/>) so when I saw the opening for the sustainability board, I felt I might be able to add some value and help Erie achieve its sustainability goals in a more direct capacity.

I possess a practical understanding of the technology and processes needed to monitor and evaluate energy usage and can hopefully provide insight and industry experience for contextualizing the feasibility of energy goals. My wife is also the director of operations and maintenance for a wastewater treatment plant, so I at least have a cursory understanding of the wastewater process and water conservation initiatives.

Have you served on another board/commission in an advisory capacity? If so, please describe the board and what made serving in that capacity a good experience? What were the major concerns or issues?

Although I have not served on a board or commission in the capacity for which I'm applying, I do serve as the head of the board for my current company. I am often challenged to manage the needs of not only the original founding members (non-active economic-interest only) as well as the needs of the company and its active members. We are currently undergoing a potential acquisition and the needs of all groups (the company and its employees, founders and active members) aren't necessarily aligned. It's my duty to actively ascertain the needs and concerns of all parties, and provide a solution that offers the maximum benefit to all those involved.

I feel there may be similar challenges when trying to satisfy the needs of public opinion and the town's objectives while taking into account constraints weighed by budget, resources, and process.

Please describe a situation where you were working with a small group and disagreed with the direction of the project, what did you do? What was the result?

In my current professional role, I have come across these situations quite frequently! My management team is composed of 5 individuals with non-overlapping skillsets. We've recently started development of our next product line and there have been several disagreements on specific technical aspects of the product. Sales, engineering, logistics and finance all have different goals and objectives, which dramatically influence the final product.

Over the years I've found that it's best to focus on the highest level goal, and branch out from there. My motto is always 'what's the problem we're trying to solve?'. If the problem can't be explained succinctly in one sentence, it's not well defined. My aim is to identify why we're doing the work, what we expect for our intended outcome and find the simplest solution that satisfies all the identified goals. In this particular instance, we were able to put together a list of essential features that satisfy the needs of everyone involved. This helped to further elucidate why we're developing the product in the first place.

From my experience, most disagreements come from developing a solution before clearly identifying the problem that needs solving. If the group can't agree on the goal (or the problem to be solved), there's no hope in agreeing on a solution or process to fix it.

If you were appointed, what goals would you like to see accomplished on this board or commission?

I admittedly do not have a full understanding of the Sustainability Boards' needs and objectives, beyond what is publicly viewable on the town of Erie's website. That being said, I would like to assist the board in whatever way I can with a primary focus on sustainability awareness and energy efficiency. These are the topics that are most important to me, but I assume there will be many ongoing initiatives as well.

In my experience, awareness is an essential part of any public facing initiative. Without the public's awareness, even the best program can be ineffective. Additionally, energy efficiency is an area of expertise for me, so I hope I can help contextualize some of the challenges that might come from trying to achieve specific efficiency goals.

Are you aware of the time commitment, and do you have the personal time to devote to this board or commission?

I am fully aware and do not foresee any scheduling issues and am prepared to devote the necessary time and effort to this committee if selected.

Upload resume and additional documents (optional)



Robert Cowan Resume (2026).pdf

Please read and agree with the following statement:

I certify that the facts and statements contained in this Board and Commission Application are true and correct. I further understand that false statements shall be sufficient cause for rejection of this application. I further certify that I have not been convicted of a felony under the laws of the State of Colorado or in another jurisdiction. I understand that falsification, omission or misrepresentation will result in a rejection of this application. Any falsification, omission or misrepresentation is evidence of perjury in the second degree. If I become a board or commission member with the Town, this form is valid for the period of my term with the Town and the crime records may be updated periodically at the discretion of the Town. I understand that this application is considered a public record and subject to the Colorado Open Records Act.

I Agree Yes

All board and commission members must follow the rules and regulations in the Erie Municipal Code as well as the Town's policies related to harassment, anti-violence, and technology use. Yes

Acknowledgement Signature

CONTACT

Cell: [REDACTED]
[REDACTED]
[REDACTED]

[LinkedIn](#)

ROBERT COWAN

CEO

CAREER OBJECTIVE

I want to make organizations better. I provide transparent processes and executive leadership to help companies realize their goals. I promote work-life balance, individual ownership, and profit sharing for employees. I work to make sure everyone has a firm understanding of the organization's goals, while removing any obstacles or distractions.

PROFESSIONAL SKILLS

Manufacturing

- DFM, contract manufacturing
- supply chain, sourcing and demand planning
- rapid prototyping
- CNC machining, injection molding, 3d printing, pad printing, laser engraving, 3d modeling
- ANSI, CE, FCC, and UL certification

Leadership

- conflict resolution
- succession planning
- staff development
- executive mentorship

Legal

- M&A
- S-corp management
- patent/trademark management
- IP protection and enforcement

HR

- benefits administration/management
- PA/PIP process development
- payroll processing
- PEO implementation

ACHIEVEMENTS

- Granted US Patent US10560763B2 for 'Smart sensor technology'
- Successfully transitioned company HQ to net-negative energy efficient building with solar and EV charging

WORK EXPERIENCE

EGAUGE SYSTEMS

CEO | Jan. 2023 to Present

VP | Jul. 2018 to Jan. 2023

Product Manager | Oct. 2015 to Jul. 2018

- Manufacturer of US-made energy monitoring hardware, enabling customers to better understand their energy usage and generation.
- Developed company-wide mission and vision statements to align with goals
- Achieved average YoY revenue growth of 21%, while increasing net income by 94.5%
- Implemented comprehensive employee wellness program including flexible hybrid work schedule, profit sharing, retention bonuses and competitive benefits package.
- Redefined and focused product lineup, created product development roadmap
- Implemented ERP and CRM systems to streamline sales, manufacturing and support
- Introduced formalized white-labeling and OEM process
- Redefined target markets and shifted from B2C to B2B with a focus on distribution and large-volume integrators
- Launched corporate social responsibility initiative

SPARKFUN ELECTRONICS

Product Manager | Nov. 2009 to Oct. 2015

- Oversaw product catalog of over 2,000 SKUS, including over 500 in-house assemblies.
- Managed product lifecycle from prototype to retirement
- Developed product vetting process and prioritization of engineering resources
- Created over 200 product demonstration videos, earning over 5M views on YouTube, creating a loyal custom following and brand recognition
- Managed development of retail product packaging
- Managed several large-scale product launches and marketing campaigns

EDUCATION

UNIVERSITY OF COLORADO, BOULDER

BA in Psychology

1999 to 2006

SHRM

People Management Qualification (PMQ)

May 2025

EXTRACIRRICULARS

BATTLEBOTS TV SHOW

Discovery Channel | Seasons 4 - 6

Competed on Battlebots TV show for 3 seasons with the robot Copperhead, built in my shop in Erie, CO.

RCDIY

[YouTube Channel](#)

Share my knowledge of CNC, robotics and small scale manufacturing through various projects, achieved over 10M views on the platform.