



DEPARTMENT OF LAW

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March 27, 2019

Dennis J. Gallagher  
5097 Meade Street  
Denver, CO 80221

Re: Unauthorized Email

Dear Mr. Gallagher:

Last Sunday, March 24, 2019, you sent a mass email (attached) to more than 8,600 City and County of Denver employees. I respectfully ask that you immediately refrain from sending any further emails of this type to City employees through the City's email system.

As the former Auditor and an appointing authority, you must already be fully aware that Career Service Rule 16-25 (governing political activities in the workplace) specifically prohibits City employees from engaging in political activities during work hours. City employees are also prohibited from using City facilities and/or resources in connection with campaigns or other political activities. Using City equipment and City time to read emails like the one you sent could be construed as a violation of City personnel rules.

Furthermore, City employees are also subject to the provisions of Mayor's Executive Order No. 16 and various City personnel rules and policies governing the use of computers and the City's email system. Pursuant to City policy, employees may forward or redistribute copies of emails they receive only when doing so fulfills a legitimate business need of the City. If any City employee were to forward your email to anyone in violation of City policies, that individual could be subject to discipline.

By sending these mass campaign emails, you are putting our City employees in the position of inadvertently, through no fault of their own, violating city rules by reviewing political communications while on the job. As a former Auditor, you will no doubt respect the inappropriate drain on City resources that this has caused. Accordingly, please cease and desist from any further use of City emails (either [denvergov.org](http://denvergov.org) or [flydenver.com](http://flydenver.com)) for campaign purposes.

Sincerely,

Robert D. Nespor  
Director, Employment & Labor Law Section

**Nespor, Robert D. - CAO Asst City Attorney - Div Dir**

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**From:** Dennis J. Gallagher <bradk@denvercruisers.ccsend.com> on behalf of Dennis J. Gallagher <dennis.gallagher02@yahoo.com@ccsend.com>  
**Sent:** Sunday, March 24, 2019 8:15 PM  
**To:** Nespor, Robert D. - CAO Asst City Attorney - Div Dir  
**Subject:** [EXTERNAL] It's About Respect And Ethics

**It's about Respect and Ethics**

Dear Colleagues,

As former city employees of the City and County of Denver we are deeply saddened by what has happened in Denver over the last few years. The efforts of so many of our former colleagues who are totally dedicated to making Denver a wonderful place to live, work, and eventually retire have been disrespected and demeaned. *Denver's so called "leadership" has ignored the wisdom and guidance of its own employees and turned Denver into a consultant's dream.* Major decision after major decision impacting the life of all the residents of Denver have been turned over to consultants who come from all over – yes we dare say it – the world. Many of these consultant firms have relationships with other major corporate entities and their primary focus has been on furthering the interests of their corporate friends, not the employees of our city or the well being of the residents of Denver.

These firms in turn have made certain that they actively and financially support the interests of the elected and executive leadership of the city. Whether it is elected officials' re-election campaigns or their pet projects, these consultant firms and their allies have "quid pro quo" paid back those elected officials and executives for the favors and contracts the consultants have received – "You scratch my back, I'll scratch yours." It's an inside game and the only winners are the insiders. It is not the employees of the City and County of Denver and certainly not the citizens. This governmental system of Pay-to-Play bypasses the expertise and advantages of using the talents and abilities of city employees to benefit our city. Under Pay-to Play the benefits go to elected officials and corporations.

We argue that this system of Pay-to-Play must be overturned and Denver needs new leadership which will once again focus on decision making that brings the greatest benefits to the residents of the City and County of Denver. To put it simply, the city needs to return to maximizing the knowledge and wisdom of our employees who know the cares and concerns of Denver residents and who make the best decisions on how to run the City and County of Denver.

This coming May 7th, we all face a crucial decision. We have an opportunity to bring about change and elect a new mayor for Denver. We believe that the best choice for new leadership and ethical city government is Jamie Giellis, who understands that Pay-to-Play must end. She proved her support of workers by supporting Denver Public School teachers in their recent strike.



Jamie Giellis will bring ethical leadership and accountability back to City Hall. Denver needs a change in leadership and all of us can join her in leading the way.  
Respectfully,

Dennis J. Gallagher, Former Denver City Auditor  
Dennis Royer, Former Deputy Manager of Public Works

Dennis J. Gallagher, 5097 Meade Street, Denver, CO 80221

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Sent by [dennis.gallagher02@yahoo.com](mailto:dennis.gallagher02@yahoo.com) in collaboration with



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