



CITY AND COUNTY OF DENVER
PRIVILEGED AND CONFIDENTIAL WORK PRODUCT

MICHAEL B. HANCOCK
Mayor

To: Michael B. Hancock
From: Romaine Pacheco, Director
Date: February 2, 2023

BOARD: Career Service Board

POC: Kathy Nesbitt

BACKGROUND:

Members – 5
Terms – 5 Years
Confirmation – Yes

The Board, pursuant to its own rulemaking procedures, adopt, administer and enforce rules necessary to foster and maintain a merit-based personnel system that includes, but is not limited to rules concerning the conduct of competitive examinations of competence, probationary periods, grievance procedures, and appeals from actions of appointing authorities of the Board and any hearing officers appointed by the Board.

RECOMMENDATIONS:

Ashley Kilroy, Denver (F)(C) to serve for a term expiring September 16, 2028, appointed;

June Taylor, Denver (F)(Asian) for a term expiring September 16, 2028, appointed.

ACTION NEEDED:

_____  Appoint Kilroy and Taylor

_____ Please provide additional candidates to consider.



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BAC-8653

Contact information

Contact Name	Ashley Kilroy	Home Address	840 Filmore Street
Preferred Phone	720-341-3583	Home City	Denver
Preferred Email	ashleyreakilroy@gmail.com	Home State	CO
Other Phone		Home Zip	80209
Other Email		County	Denver
DOB	[REDACTED]	Hispanic or Latino origin or Descent?	No
SSN	[REDACTED]	Race/Ethnicity	Caucasian
Gender	Female	Other Ethnicity	
Other Gender		Salutation	

Board Information

Board Name	Career Service Board	Other boards or commissions served	
Status	New	Resigned	
Term Start Date			
Term End Date			

Work Information

Employer	Self Employed	Work Address	840 Filmore Street
Position	Attorney	Work City	Denver
Business Phone #	720-341-3583	Work State	CO
Work Email	ashleyreakilroy@gmail.com	Work Zip	80209

Additional Information

Are you a registered voter?	Yes	Objection to appointment?	No
If so, what county?	Denver	Special Information	
Denver City Council District No	6		

Education and General Qualifications

Name of High School	Louise S. McGhee	Name of Graduate School	Tulane Law School
Location of High School	New Orleans, LA	Location of Graduate School	New Orleans, LA
# of Years Attended High school	4	# of Years Attended Graduate School	3

Did you Graduate High School Yes

Did you Graduate Yes

Graduate Major Law, JD

Name of College University of Alabama

Location of College Tuscaloosa, AL

of Years Attended College 4

Did you Graduate College Yes

Undergrad Major Art History and Advertising(double major)

Reference Details

Reference Name #1 Alan Salazar

Reference Email #1 alan.salazar@denvergov.org

Reference Phone #1 720-865-9000

Reference Address #1 1437 Bannock Street, Denver CO

Reference Name #2 Paul Kashman

Reference Email #2 paul.kashman@denvergov.org

Reference Phone #2 720-337-8666

Reference Address #2 1437 Bannock Street, Denver CO

Reference Name #3 John Bailey

Reference Email #3 johnbailey062@gmail.com

Reference Phone #3 720-629-0964

Reference Address #3

Agree to a background check

Owner Romalne Pacheco

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Notes & Attachments

Kilroy letter.docx

Kilroy letter.docx

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Description
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Description
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Ashley Kilroy
840 S. Fillmore Street
Denver, CO 80202
ashleyreakilroy@gmail.com
720-341-3583

January 27, 2023

Dear Ms. Pacheco,

I am excited to submit my application to serve on the Denver Career Service Board. As a longtime Denver resident and previous city employee, I understand how important it is for our citizens to be engaged and participate in city government. I would like to be considered to serve on the Career Service Board so I can contribute to our city as a board member and work together with the city team, fellow board members, citizens and others to prepare for our city's future.

I feel that I can bring real value to the Career Service Board as someone with extensive years of experience in employment law, human resources and direct management of employees. I actually served on the CSB long ago for about 6 years - under both Mayor Webb and Mayor Hickenlooper. My background is in employment law and I have worked on personnel matters as an attorney, mediator and investigator. I have also worked directly with Denver's Office of Human Resources and the Career Service Rules in many capacities. As a Denver city attorney working in the employment law section years ago, I advised agencies on personnel matters and represented the city in litigation. As a previous CSB member, my fellow board members and I were responsible for setting policy, considering appeals and making rule changes that enhance the work environment. And most recently, as Executive Director of Excise and Licenses, I worked closely with OHR and valued them as a trusted partner and together we were able to attract, develop and retain an engaged and high performing team at EXL!

Thank you for your time and consideration. I welcome the opportunity to further discuss my qualifications and experience for the Career Service Board.

Sincerely,

Ashley Kilroy



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BAC-8666

Contact Information

Contact Name	June Taylor	Home Address	3443 Xenia Street
Preferred Phone	303-748-3156	Home City	Denver
Preferred Email	pjunetaylor@gmail.com	Home State	CO
Other Phone	303-615-7686	Home Zip	80238
Other Email		County	Denver
DOB	[REDACTED]	Hispanic or Latino origin or Descent?	No
SSN	[REDACTED]	Race/Ethnicity	Asian
Gender	Female	Other Ethnicity	
Other Gender		Salutation	Ms.

Board Information

Board Name	Career Service Board	Other boards or commissions served	
Status	New	Resigned	
Term Start Date			
Term End Date			

Work Information

Employer	IMA Financial Group	Work Address	1705 17th Street, #100
Position	Director of Diversity, Equity & Inclusion	Work City	Denver
Business Phone #	303-534-4567	Work State	CO
Work Email	june.taylor@imacorp.com	Work Zip	80202

Additional Information

Are you a registered voter?	Yes	Objection to appointment?	No
If so, what county?	Denver	Special Information	
Denver City Council District No	9		

Education and General Qualifications

Name of High School		Name of Graduate School	University of Denver College of Law
Location of High School		Location of Graduate School	Denver, CO
# of Years Attended High school		# of Years Attended Graduate School	3

Did you Graduate High School

Did you Graduate Yes

Graduate Major Law

Name of College

Location of College

of Years Attended College

Did you Graduate College

Undergrad Major

Reference Details

Reference Name #1

Reference Email #1

Reference Phone #1

Reference Address #1

Reference Name #2

Reference Email #2

Reference Phone #2

Reference Address #2

Reference Name #3

Reference Email #3

Reference Phone #3

Reference Address #3

Agree to a background check

Owner Romalne Pacheco

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Notes & Attachments

June Taylor Resume Feb 2023.docx

Type Attachment

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Description

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June Taylor
3443 Xenia Street, Denver, CO 80238
pjunetaylor@gmail.com
(303) 748-3156

OPERATIONS EXECUTIVE

An experienced administrative, operational, and Human Resources professional with a progressive career history and 20+ year track record of leadership, development, process improvement, and implementation of diverse human capital programs focused on equity, efficiency, and high-performance. Expertise in human capital operations, leadership development, performance management, strategic staffing, diversity programs, and equitable personnel practices. Highly skilled project manager with the ability to lead and complete high-profile projects on time and on budget in diverse, technical and highly regulated environments. Established leader with a history of training and directing high-performing teams toward achieving organizational goals. Exemplary interpersonal and communication skills used to interact and collaborate with stakeholders, volunteers, members, government officials, vendors, and other third parties.

AREAS OF STRENGTH AND EXPERTISE

- Personnel & Employment Practices
- Strategic Planning
- Organizational Design
- Leadership Development
- Customer Service
- Relationship Building
- Coaching & Mentorship
- Diversity, Equity & Inclusion Initiatives
- Project Management
- Team Building & Leadership

PROFESSIONAL EXPERIENCE

IMA Financial Group Denver, CO
Director, Diversity Equity & Inclusion July 2021 - present
Serves as IMA's first DEI executive, launching the company's formal DEI program to align and advance with the company's vision as "Broker of the Future". Responsible for creating the DEI Strategic Plan and partnering with associates and leaders to execute the plan. Provide guidance and consultation with IMA's associates and leaders regarding four key pillars of DEI: Talent, Culture, Clients, and Community.

Denver Public Schools Denver, CO
Chief Human Resources Officer August 2019 – July 2021
Led a team of 120 human resources professionals responsible in the recruitment, retention, compensation, evaluation, benefits delivery, development, and support for 12,000+ public school employees in service of Denver's 100,000 students. Responsible for the negotiations and execution of ten bargaining association master agreements. Revised and implemented new service level agreements and innovative equity projects for critical HR functions. Navigated the district's migration to a self-funded health benefits model. Implemented a new position control function to strategically manage district growth to align with the district's strategic plan.

State of Colorado Denver, CO
Chief Operating Officer, Department of Law January – August 2019
Responsible for the day-to-day oversight of the Human Resources, Financial Services, Budget and Information Technology Units to deliver departmental success of a 500-person organization. Ensured alignment of a diverse portfolio of functions with the department's core values, goals, and strategic plan. Led with a focused effort on a diverse, inclusive, and innovative workplace to recruit, retain, and develop top talent. Supervised the Community Engagement and Innovation functions to enhance cross-functional collaboration, improved efficiencies, and greater transparency of the work performed on behalf of Coloradans.

State of Colorado Denver, CO

*State Personnel Director and Executive Director,
Department of Personnel & Administration*

May 2015 – January 2019

Served on Governor Hickenlooper's cabinet as the executive responsible for the centralized administration of Human Resources for 33,000 employees, statewide financial accounting and procurement functions. Managed the state's Office of Administrative Courts, State Archives, and Office of the State Architect. Provided infrastructure services including building maintenance of the Capitol Complex, printing, scanning, and fleet management. Managed 422 department employees and \$200M budget to ensure the delivery of efficient and effective solutions for Coloradans, state agencies and institutions. Led state's employee engagement surveys, analytics, and cabinet members' action planning. Advised Cabinet members and Administration on departmental diversity and inclusion efforts. In this role, chaired Colorado State Claims Board and served as Treasurer of the National Association of State Chief Administrators (NASCA).

Lockheed Martin Space

Denver, CO

Senior Manager, Culture, Diversity, and Equal Opportunity Programs

Sept. 2008 – May 2015

Business lead of team responsible for the enforcement of an anti-discrimination and harassment-free workplace through diversity and inclusion initiatives and enforcement of Title VII, ADEA, ADA, and EEO-related corporate policies. Facilitated reasonable accommodations process. Developed Functional Affirmative Action Plans and analyzed associated monitoring reports in compliance with Executive Order 11246 and OFCCP regulations. Advised and partnered with executive leadership, legal, and human resources to create diversity and inclusion strategy and initiatives. Responsible for identifying and presenting EEO and diversity related training and serving as functional lead for the Diversity Council. Led 12,000-employee engagement survey execution, analysis, action planning and improving participation by 14%. Adjudicated company disciplinary actions. Supported cross-functional human resources strategy and initiatives addressing talent acquisition, retention, equitable compensation, performance management, layoffs, and disciplinary practices. Recipient of 2013 Full Spectrum Leadership Award and 2013 Team Excellence Award.

U.S. Federal Communications Commission

Washington, DC

Director, Office of Workplace Diversity

February 2005 – September 2008

Directed the agency's activities, initiatives, and compliance with Equal Employment Opportunity Commission and Office of Personnel Management regulations for a harassment-free, equal opportunity workplace. Reviewed merits of employee complaints and issued determinations on behalf of the agency. Oversaw the agency's Alternative Dispute Resolution and mediation of employee complaints. Supervised the investigation and processing of employee discrimination claims, EEO complaints, and reasonable accommodation requests. Prepared Affirmative Action plans and statistical data of agency employment practices for submission to OPM and Congress. Partnered with the Chief Human Capital Officer to implement personnel practices and policies. Completed the Federal Executive Institute Leadership for a Democratic Society, 2005.

U.S. Federal Communications Commission

Washington, DC

Chief of Staff, Consumer & Governmental Affairs Bureau

September 2002 – February 2005

Supervised the operations of a 225-person bureau that creates telecommunication policy, conducts governmental and consumer outreach, mediates complaints against telecommunication carriers, and handles call center inquiries. Administered the bureau's human resource needs, budget, and acquisitions. Reviewed and advised the bureau chief on personnel and employment decisions. Also served as *Acting Deputy Chief, Policy* (March – July 2004) and *Acting Chief, Office of Information and Resource Management* (September 2003 – August 2004).

Western Area Power Administration, U.S. Dept. of Energy
Attorney-Advisor, Office of General Counsel

Lakewood, CO
November 1999 – September 2002

Counseled leadership on various legal issues impacting the operations of a 2,000-person agency providing hydroelectric power to customers in the 15 Western states. Litigated and advocated on behalf of the agency on matters including power marketing contracts, human resources, environment, employment, procurement and the Federal Acquisition Regulations. Represented the agency in billion-dollar litigation before the Federal Energy Regulatory Commission and administrative tribunals including the Equal Employment Opportunity Commission and Merit Systems Protection Board.

2nd Judicial District Court

Judicial Clerk, Honorable Warren O. Martin
Judicial Clerk, Honorable Lawrence A. Manzanares

Denver, CO
January - October 1999
November 1998 - January 1999

EDUCATION

University of Denver College of Law
Juris Doctor, 1998

Denver, CO

University of New Mexico
Bachelor of Arts, Political Science and Psychology, *Phi Beta Kappa, Cum Laude* 1995

Albuquerque, NM

PROFESSIONAL & COMMUNITY AFFILIATIONS

Licensed to practice law in Colorado
Internal Affairs Committee, Colorado Public Television - PBS12 Board
Member, National and Colorado Asian Pacific American Bar Associations
Council Leader, US-Japan Council (Japanese American Leadership Development Alumni 2018)