



LaTonya Lacy

September 8, 2025

LaTonya Lacy
Retired Mayor's Office Executive Director
City and County of Denver

Denver City Council
1437 Bannock Street, Room 450
Denver, CO 80202

Re: Letter of Reference for Aldwyn Gardner – Executive Director of Safety Nomination

Dear Honorable Members of Denver City Council,

It is with great respect and confidence that I submit this letter in support of Mr. Al Gardner's nomination as the next Executive Director of Safety for the City and County of Denver. Having served in the Mayor's Office for over three decades, including my time as Deputy Chief of Staff and Executive Director, I have had the privilege of working closely with leaders across City government and observing firsthand the qualities that make for an effective Executive Director of Safety.

From my experience, the most successful EDOS leaders are those who have strong executive skills, ability to balance strategic vision with practical management, collaborate with City Council and the Mayor's Office transparently, and inspire trust among employees and community alike. Mr. Gardner has consistently demonstrated these very attributes throughout his distinguished service. He is guided by an unwavering moral compass, consistently holding himself and others accountable with integrity and fairness.

As Deputy Mayor and former Executive Director of General Services, Al oversaw critical City operations—Administration, Facilities Management, and Purchasing—supporting agencies and departments citywide with expertise and foresight. His experience in managing large teams, budgets, procurement spending, and contracts with professionalism, while demonstrating the steady leadership and strategic decision-making essential for this role.

Al also brings a deep understanding of public safety systems through his service with the Civil Service Commission, Citizen Oversight Board, Chief's and Sheriff's Advisory Boards, African American Commission, and other community leadership roles. These experiences provided him with a holistic perspective: safety as a coordinated system rooted in accountability, collaboration, and trust.

His exceptional communication and interpersonal skills enable him to explain complex issues clearly, listen with empathy, and build credibility with both internal and external stakeholders and community members alike. Just as vital, he is a steady-handed leader under pressure, anticipating risks, solving problems analytically, and providing stability in the face of adversity.

For these reasons, your consideration in confirming Al Gardner as Denver's next Executive Director of Safety would be greatly appreciated and would serve both our Safety Department and city well.

Thank you in advance for your thoughtful consideration.

Respectfully submitted,



LaTonya Lacy

