

KERRY C. TIPPER

Strategic Legal Advisor with Heart for Service

As a former state legislator with a legal background in both the private and public sector, I bring a diverse perspective to the role of City Attorney. Over the last 13 years, I've litigated and prosecuted cases, led internal investigations, served as general counsel to state and municipal governments, negotiated significant legislation and legal agreements, trained new lawyers and legislators, and managed everyone from 18-year-old-campaign staff to 30-year-career attorneys. I have a heart for public service and my leadership values are best summed up by these taglines: clarity is kindness; hope is not a strategy; don't demand excellence, inspire it; and finally, make decisions.

SKILLS & BACKGROUND: Municipal & State Government Law ■ General Counsel ■ Regulatory, Litigation, & Investigations Experience ■ Legislative & Policy Work ■ Political & Strategic Lenses ■ Relationship Building ■ Change Management ■ Workplace Culture ■ Mentorship ■ Bicultural & Bilingual Perspective

PROFESSIONAL EXPERIENCE

CITY ATTORNEY

NOVEMBER 2022 - PRESENT

City and County of Denver

Chief legal officer for the City and County of Denver, the Mayor, City Council, the Auditor, the Clerk and Recorder, and all City Departments and Agencies. External and internal facing responsibilities include:

External facing:

- Legal advisor and thought partner to Mayor and appointees on various legal, policy, and political issues, including those with multijurisdictional and national reach
- Deescalate and resolve conflicts between City agencies and departments, and where necessary, issue formal legal opinions
- Particularly in high-profile or politically charged matters, serve as point of contact for lobby corps, opposing counsel, internal and external City partners, and community-based organizations
- Advise Mayor's communications team on sensitive press inquiries, press releases, and CORA requests
- Work closely with the Department of Safety and Police Chief Thomas on proactive policies and practices that reduce liability and secure better outcomes for community
- Spearhead effort to secure access to mental health and substance use treatment for highly vulnerable individuals living on downtown's streets and frequenting Denver's emergency rooms and jails (includes collaborating with the Downtown Denver Partnership, DenverHealth, Denver Police, WellPower, and Denver Public Health & Environment)
- Manage CAO vetting process for county court judicial appointments and advise Mayor on appointments
- Serve on Mayor's core transition team compiling and reviewing materials for the new administration to ensure a seamless hand-off
- Advise Mayor-elect's transition team on a variety of legal and operational issues as requested

Internal facing:

- Set CAO organizational structure to best support the vision of the Mayor as the chief executive of the City
- Confer with CAO's Legislative Counsel to seek alignment with City Council where possible
- Drive the CAO's culture with a focus on transparency, connection, and innovation
- Work closely with the Deputy City Attorney and our Equity, Diversity, and Inclusion Administrator to ensure purposeful and equitable management of the CAO and its leadership team
- Conduct all entrance and exit interviews and host weekly virtual town-halls for the CAO
- Post-COVID, rejuvenate new attorney recruitment efforts in partnership with CU and DU law
- Collaborate with CAO finance team to manage the CAO's \$39M annual budget

DEPUTY CITY ATTORNEY
City and County of Denver

MAY 2022 – NOVEMBER 2022

Oversaw the seven sections of the CAO (Prosecutions & Code Enforcement, Municipal Operations, Civil Litigation, Employment & Labor Law, Finance & Administration, Human Services, and DEN).

- Oversaw operations of the CAO through management of 9 direct reports, including the 7 section Directors who comprise the CAO's executive leadership team
- Promoted a healthy workplace culture, addressed performance management issues, and focused on retention and future of work
- Revised and implemented the CAO's strategic plan and equity, diversity and inclusion efforts
- Led biweekly executive leadership meetings and quarterly leadership retreats for the CAO
- Served as liaison for City agency heads seeking legal advice from the City Attorney
- Reviewed legal work and analyzed legal risk prior to final delivery of work product
- Advised the City Attorney on legal and political matters involving the CAO and the City
- Represented the Mayor during collective bargaining with the FPPA union on the 2022 Denver Police contract
- Administered all the functions of the office in the absence of the City Attorney

STATE REPRESENTATIVE

JANUARY 2019 – JANUARY 2023

Colorado House of Representatives

Represented approximately 80,000 Lakewood residents in all areas of policy, advocacy, and legislation. Legislative work focused on family and children's issues, consumer protection, and criminal justice. Successful legislation included:

- Census Outreach Grant Program
- End Prison Gerrymandering, the "Accurate Residence for Redistricting Act"
- Insurance Coverage for Infertility diagnosis and treatment, the "Colorado Building Families Act"
- Creation of Statewide Immigration Legal Defense Fund
- Increasing the Capacity of Early Childhood Care & Education
- Creation of Statewide Financial Empowerment Office
- LGBTQ Confirmatory Adoptions

Leadership/Appointments:

- *Vice Chair*, House Judiciary Committee; *Vice Chair*, House Finance Committee; *Leadership Liaison to New Legislators*
- *Chair*, Law and Criminal Justice Task Force of the National Hispanic Caucus of State Legislators
- *Judicial Review Panel* (2021): appointed to panel charged with issuing RFP and selecting vendors to investigate allegations of misconduct in the Colorado Judicial branch.

CANDIDATE FOR HOUSE DISTRICT 28

NOVEMBER 2017 – DECEMBER 2018

Kerry Tipper for Colorado Campaign

Fundraised for and built full-time campaign from ground up (staff, strategy, infrastructure, etc.). Significantly outraised and outworked opponents to decisively win primary and general elections as a first-time candidate for office.

ASSISTANT ATTORNEY GENERAL

JULY 2016 – NOVEMBER 2017

Colorado Attorney General's Office, Business & Licensing Section

- General Counsel to the State Physical Therapy Board: successfully defended legal challenge to the Board's statutory authority, and advised on disciplinary and licensing issues, agency rulemaking, policy drafting, and compliance with state and federal laws
- General Counsel to the State Board of Pharmacy's Prescription Drug Monitoring Program: advised on compliance with the Pharmacy Practice Act and responded to federal and state subpoenas
- Litigation Counsel to the Colorado Dental Board: prosecuted licensure actions before the Administrative Law Courts

LITIGATION CONSULTANT

OCTOBER 2015 – JULY 2016

Holloway Consulting Group

Advised expert witness for general contractors and drafted expert reports for large-scale construction litigation involving design defects and scheduling delays.

ASSISTANT ATTORNEY GENERAL

SEPTEMBER 2014 – SEPTEMBER 2015

Massachusetts Attorney General's Office, Civil Rights Division

Recruited to build relationships in Spanish-speaking communities to identify victims and prosecute antidiscrimination, civil rights, and consumer protection law violations on behalf these communities.

- Developed case strategy and identified and interviewed witnesses
- Drafted pleadings and motions and negotiated multi-party settlements
- Appeared before the state courts, the MA Appeals Court, and the MA Commission Against Discrimination
- Made recommendations to executive leadership regarding political and legal considerations
- Conducted bilingual community outreach and trainings

LITIGATION ASSOCIATE

OCTOBER 2011 – SEPTEMBER 2014

WilmerHale (Boston, MA)

- Represented publicly-traded companies in intellectual property and securities litigation, internal investigations, and state and federal government investigations
- Drafted dispositive motions, coordinated document reviews, and prepared pleadings and discovery materials
- Conducted witness interviews, prepared fact and expert witnesses for testimony, and handled overall case management for team, including training and supervising junior attorneys, managing case deadlines, communicating with opposing and local counsel, and serving as point-person for all client updates and inquiries
- Maintained robust *pro bono* practice representing Spanish-speaking immigrants and survivors of domestic violence

BILINGUAL LEGAL ASSISTANT

JANUARY 2005 – AUGUST 2007

Allott Immigration Law Firm (Centennial, CO)

Translated client meetings, performed sworn translation of asylum, green card, and naturalization interviews at the U.S. Citizenship and Immigration Services office, and provided certified translations of client documents. Developed sizeable Spanish-speaking caseload of family and employment-based visa matters, asylum applications, and removal cases.

BOARDS & COMMISSIONS

The National Uniform Law Commission, Chicago IL (Jan 2019 – present) *Colorado Commissioner*

The Action Center, Lakewood CO (Jan 2022 – present) *Board Member*

The Colorado Children's Campaign, Denver CO (Jan 2023 - present) *Board Member*

Caring for Denver Foundation, Denver CO (Feb 2023 – present) *Ex-Officio Board Member*

EDUCATION



Northeastern University School of Law, J.D., (May 2010). Dean's Scholarship (2007-2010); Northeastern University Law Journal (2008-2009); Torts Teaching Assistant (2009); Domestic Violence Clinic (2009-2010)



University of Denver, B.A., International Studies & Spanish, (Dec 2004). Hornbeck Scholar (2004) & Cherrington Global Scholar (2004)