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**VIA EMAIL**

*Re: Nomination of Al Gardner to Lead the Denver Department of Safety*

To Whom it May Concern,

I am the former Independent Monitor for the City and County of Denver and write based upon my personal knowledge of and experience working with Al Gardner, who I understand has been nominated to lead Denver's Department of Safety. I served as Denver's Independent Monitor between August 2012 and December 2020, overseeing the internal affairs and disciplinary processes for the Denver Police and Denver Sheriff Departments. Since 2020, I have continued to work on the oversight of corrections and law enforcement, including court appointments as a federal monitor of jurisdictions subject to consent decrees brought by the United States Department of Justice.

In the years 2018, 2019, and 2020, Al Gardner was first a member and, ultimately, Chair of Denver's Citizen Oversight Board ("COB"), an entity I worked very closely with. Twice a month, and sometimes more frequently, I met with the COB to brief its members about pending Internal Affairs cases, disciplinary issues, systemic investigations, and reports I was conducting or issuing in my capacity as Monitor. During those meetings, I shared sensitive information about those investigations, disciplinary matters, and reports with the COB, including Mr. Gardner.

Throughout his tenure on the COB, I found Mr. Gardner to be extremely engaged, curious, and committed to supporting the work of the Office of Independent Monitor. He asked thoughtful questions, provided insightful feedback, and was unwavering in his desire to improve trust between the community and law enforcement. I experienced him as a person of integrity, with good instincts, who was willing to make difficult decisions when the facts and law required it.

Thank you for considering my comments about Mr. Gardner. I am available to answer any follow-up questions that you may have.

Sincerely,



Nick Mitchell