

Kevin N. Patterson, MPA, MURP

HIGHLIGHTS OF QUALIFICATIONS

- Strength in collaborative decision-making processes with local, state, and national partners
- Skill and experience in strategic planning and system analysis for large organizations
- Proven ability to manage federal, state, and locally funded programs
- Successful in creative problem solving that produces increased organizational capacity
- Unique combination of experience as a teacher, elected official, and executive

RELEVANT EXPERIENCE & SKILLS

PROGRAM MANAGEMENT & ADMINISTRATION

- Supervised the Governor's Office budget, administrative staffing, accounting, and human resources functions. Also working with Executive Directors on administration initiatives including personnel rule revisions, space planning for state departments, disaster response and coordination across departments, board and commission appointments, and Colorado Benefits Management System (CBMS) coordination between health and public assistance program payments and private insurance enrollments. Helped increase CBMS performance from 67% compliance with a court order to over 90%.
- Served as the interim Executive Director of the Governor's Office of Information Technology, Department of Local Affairs, and served as the interim Director of the Governor's Energy Office while serving as Deputy Chief of Staff. Also served as interim Chief of Staff to Governor Hickenlooper.
- Developed 16 park master plans and implemented 9 other master plans and studies in addition to the Better Denver Bond program. Improved Denver Parks and Recreation departmental performance from 47% of capital improvement projects on time and on budget to 97%.
- Worked creatively with Denver International Airport (DIA) to temporarily reassign Parks maintenance staff to work during the peak snow and travel season saving over \$600,000. This also helped DIA when a contractor was unable to fulfill their services.
- Produced a five-year strategic plan for the Department of General Services focusing efforts around the core business of operating and maintaining city facilities. This plan created a new vision for the Department allowing us to recommend to the Mayor a 2009 budget reduction of over \$1 million and maintain quality services. Increased the percentage of work orders completed in 72 hours from 49% to 94% during the first year. Increased the percentage of capital projects performed on time from 22% to an estimated 80% upon my departure.
- Chaired the Construction Empowerment Initiative and included \$4 million of new projects to provide opportunity for small businesses.
- Reduced bureaucracy by seeking a waiver from Denver's Joint Child Care Demonstration Pilot. This waiver moved eligibility re-determination from six months to twelve months eliminating processing work for staff and adding convenience for clients.
- Transformed Denver permits from a purely paper-based system into an electronic system while eliminating a two-year filing backlog.

PERSONNEL MANAGEMENT

- Created an ongoing dialogue with deputy executive directors of state departments to communicate administration priorities and participated on selection committees with Executive Directors.
- Reorganized entire Parks and Recreation Department reducing management positions, reallocating existing staff to higher attended recreation centers, lead Denver’s consolidation of human resources implementation, all while experiencing the largest number of retirements as part of Denver’s Retirement Incentive Program.
- Implemented new employee outreach efforts through regular all staff meetings to discuss department wide initiatives and news, employee recognition, and discussed general areas of concern for employees. Completed quarterly supervisor meetings to discuss management issues and personnel rule changes with field supervisors.
- Completed the first employee handbook for the 1,100 Denver Department of Human Services staff incorporating input from Human Services staff, labor unions, City Attorney’s Office, and the Career Service Authority creating management consistency and clarity for employees.
- Served on the City and County of Denver’s inaugural Diversity Committee, serving one year as Chairman.

EDUCATIONAL AND COMMUNITY ADVOCACY

- As a Denver School Board member, completed the first Broad Institute for School Boards studying school reform efforts across the country leading to Denver’s new accountability matrix and content-based report cards. The Broad Institute was an initial intensive training of five days with eighteen subsequent training days with other school board members from across the country over four years.
- Chaired the 2006 Colorado Association of School Boards (CASB) Annual Conference Committee and presented steps to implement comprehensive school district reform.
- Helped launch the Professional Compensation for Teachers Program (ProComp) as a national model for performance pay in education.

EMPLOYMENT HISTORY

2/15 – 4/15	Chief Administrative Officer	Colorado Governor’s Office
11/14 - 2/15	Chief of Staff, Interim	Colorado Governor’s Office
2011-2014	Deputy Chief of Staff & CAO	Colorado Governor’s Office
2008-2011	Manager	Denver Department of Parks and Recreation
2007-2008	Manager	Denver Department of General Services
2004-2007	Deputy Manager	Denver Department of Human Services
1999-2004	Finance Director	Denver Community Planning and Development
1993-1999	Financial Analyst	Denver Budget and Management Office
1990-1993	Citizens’ Advocate	Colorado Governor’s Office
1988-1989	Teacher	Grantham Middle School, Houston, TX

EDUCATION & TRAINING

Master of Urban and Regional Planning, University of Colorado at Denver, 1997
 Master of Public Administration, University of Colorado at Denver, 1997
 B.A. in Teaching, Sam Houston State University, 1988

BOARDS AND AWARDS

University of Colorado Denver 2015 Alumni Recognition Award Recipient
Colorado Health Benefits Exchange Board, Gubernatorial appointment 2013-2014
Colorado State Internet Portal Authority, Gubernatorial appointment, 2013-2015
CBMS Executive Steering Committee, Chair, Gubernatorial appointment 2012-2014
Colorado State Board of Equalization, Gubernatorial appointment 2012-2015
Denver Zoological Foundation Board, Mayoral appointment 2008 to 2011
Denver Botanic Gardens Board, Mayoral appointment 2008 to 2011
Winter Park Recreation Association Board, Mayoral appointment 2008 to 2011
Denver Public School Board, elected in 2001 and re-elected in 2005 to 2009
Colorado Association of School Boards, elected in 2003 and re-elected in 2006 to 2009
Denver Board of County Commissioners, Charter Appointment 2007-2008
Denver Convention and Visitor's Bureau Board of Directors, Mayoral Appointment 2007-2008
Denver Workforce Investment Board, Mayoral appointment 2006-2007
Denver Consolidated Child Care Pilot, Mayoral appointment 2006-2007