Hancock Administration’s First 100 Days in Office
A Letter to City Employees

“Delivering a world-class city where everyone matters”

Dear Colleague -

Today marks my 100th day in office, and I want to first and foremost thank you for joining our team, for helping to shape our agenda and for contributing to our early achievements.

Your sacrifice, your dedication, your hard work is what makes this City great.

And when we work together, we innovate, we solve problems and we create opportunity.

Together, for the past 100 days we have been hard at work. Thanks to you, we’ve taken important first steps toward delivering a world-class city where everyone matters.

We’ve hit the ground running on four key priorities: bringing fiscal sustainability to city government; driving private-sector economic growth to create jobs; improving education and other opportunities for all kids; and beginning to restore public trust and confidence in our Police Department.

In addition, we have made community outreach and public input a hallmark of our work, holding and attending more than 130 community events and meetings in our first 100 days. Also, I have ensured that we are working with all City employees to develop strategies and solutions that address our challenges.

By hosting employee roundtables, meeting with departments, holding forums and hosting brown-bag lunches, we have heard you. And next week, I look forward to launching our First Friday one-on-one meetings.

Thanks to this kind of collaboration, we have advanced a proactive agenda. The progress we have made is truly incredible, including:
Economic Growth & Job Creation:

- Naming an all-star team of economic developers to craft a strategic job-creation plan for Denver. Team members include new Director of Economic Development Paul Washington, Director of Development Services Kelly Leid, as well as top advisers such as Tom Clark from the Metro Denver EDC.
- Helping to land a new flight from Denver International Airport to Iceland on Icelandair, which will provide a low-cost portal to and from Europe.
- Engaging well over 200 CEOs and business leaders in a dozen roundtables to identify challenges, find solutions and take advantage of opportunities. Focused on supporting small and start-up businesses and ensuring fair competition.
- Initiating planning for an international reverse trade mission that will bring new investment and economic growth to Denver. Hosted leaders from Latin America, Asia, Africa and Europe to begin strengthening international business relations.
- Standing with the business community to oppose Initiative 300 because it places Denver in an unfair competitive disadvantage.
- Launching Denver Seeds, which will grow a fresh-food economy and make Denver one of the most sustainable cities in America.

Fiscal Sustainability & Better Government:

- Submitting a fiscally responsible and balanced budget to the City Council on Sept. 13, laying the groundwork for tough choices in 2012 to eliminate the City’s $30 million to $50 million structural budget imbalance.
- Launching Peak Performance, a new strategic initiative that will make City government more efficient, effective and customer-focused.
- Appointing 12 Cabinet members – diverse leaders who will bring a new spirit of customer service, collaboration and innovation to City government.
- Engaging employees in a meaningful way through personal visits to departments, roundtable meetings, email, suggestion boxes and one-on-one meetings.

Children & Education

- Launching the Denver Education Compact, an unprecedented initiative that formally brings together the City, DPS, higher-ed, business community and nonprofit sector to improve the educational pipeline from cradle to career.
- Endorsing candidates for DPS Board of Education who will advance reforms and improve education in every neighborhood for all children.
- Participating in nearly 30 education-related events at schools and other venues, ensuring that children and education remain in sharp focus.

Public Trust in Public Safety

- Naming Colorado Supreme Court Justice Alex Martinez as the new Manager of Safety.
- Launching a national search for a new Chief of Police.
• Visiting with officers at all six police precincts.
• Proposing $5 million in efficiency savings by implementing a Strategic Resource Alignment Plan within the Police Department.
• Holding neighborhood forums, provided suggestion boxes, creating an email account and meeting with community leaders to build trust between the public and the Police Department.

For a comprehensive look at the City’s accomplishments within the First 100 Days, please click here.

We all know that change does not occur by the minute but the foundation that we have set in these first 100 days will provide great benefits over time.

So, while I’m pleased with our progress, I am not satisfied. There is more hard work ahead.

This Administration will continue working hard every day, dedicated to delivering a world-class city where everyone matters. I ask that you continue standing with me in this time of challenge and turn it into a time of opportunity for all of Denver.

Thank you.

Respectfully,

Michael B. Hancock
Mayor