



# City and County of Denver

201 West Colfax Avenue, Dept. 705 • Denver, Colorado 80202 • 720-913-5000 •  
Fax 720-913-5253 • [www.denvergov.org/auditor](http://www.denvergov.org/auditor)

*Dennis J. Gallagher*

Auditor

November 2, 2009

Tom Bonner, Co-Chair  
Luis Toro, Co-Chair  
Career Service Authority Board

Dear Mr. Bonner and Mr. Toro:

I have directed our Audit Services Division to initiate, with all due haste, a performance audit of the city's disciplinary and grievance processes and other facets of the way the city and its agencies deal with employment issues including layoffs and terminations. Among other things I have asked them to review any internal controls in place both within CSA and city agencies to ensure that appropriate CSA rules are followed in dealing with employee matters.

I am taking this action because of the sheer volume of concerns that have been raised with me from throughout the city that the protections that CSA rules are in place to afford may not be functioning as they should.

CSA will subsequently be receiving a formal engagement letter regarding this audit (as will such other city agencies as necessary and appropriate). I hope that as you engage in your oversight capacity of CSA that you share the same concerns that I do. If you have any questions, please feel free to follow-up with my office.

Sincerely,

*Dennis J. Gallagher*

Dennis J. Gallagher  
Auditor

*Thanks for  
your attention.*

cc: Jeff Dolan, Director CSA

To promote open, accountable, efficient, and effective government by performing impartial reviews and other audit services that provide objective and useful information to improve decision making by management and the people.

We will monitor and report on recommendations and progress towards their implementation.