

Anthony Gherardini, MPA

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Proven success in leading senior executive staff, advising political officials, devising and implementing organizational improvement strategies; implementing data-driven management systems, improving service quality to stakeholders administering multi-million-dollar budgets, and managing staff through data-driven accountability and strategic organizational development initiatives.

- ❖ **Over 18 years of combined leadership experience in executive management with the State of Colorado, the US military, and within local law enforcement** with direct, relevant experience in executive management, political engagement, project management and achievement of measurable outcomes.
- ❖ **Collaborative, Supportive Leader** experienced in executive mentorship with a focus on positive, data-driven business outcomes.
- ❖ **Visionary Executive** experienced in collaborating with stakeholders including families, staff, elected officials, media, private organizations, labor unions, and public special interest groups at the local, county, state, and federal level.
- ❖ **Advanced analytical and fiscal skills** with experience in budget management and financial planning having managed over \$2 billion in funding and operations totaling over \$30 billion as well as program analysis, reporting, and systems improvement.

Experience

COLORADO DEPARTMENT OF PERSONNEL AND ADMINISTRATION (DPA) Denver Colorado

Executive Director, Department of Personnel and Administration (2021-Present)

- ❖ Serves as Colorado's State Personnel Director and as a member of the Governor's Cabinet
- ❖ Serves as the state Chief Administrative Officer; supervising the daily operation of the Offices of the State Controller, State Architect, State Human Resources Office, State Office of Administrative Courts, Division of Capital Assets, and the Division of Central services
- ❖ Develops and administers a budget of over \$450M of state and federal funding
- ❖ Manages a department of over 450 staff providing logistic, operational and material support to a workforce of over 30,000 employees
- ❖ Develops, promulgates and enforces statewide fiscal, personnel and capital development policies and procedures, and special initiatives including large-scale renovations, property acquisitions, efficiency efforts and statewide procurement initiatives

Accomplishments:

- ❖ Established new employment policies and procedures focused on emphasizing skill over college education for consideration for state employment
- ❖ Served in an interim capacity directly overseeing and managing the State's monoclonal antibody treatment program during the COVID-19 response
- ❖ Established the State's Public Private Partnership (P3) Office focused on utilizing under/ un-used state property for higher use through collaboration with private industry
- ❖ Oversaw a statewide program to reduce the amount of office space utilized by state government in order to reduce the cost and increase the efficiency of State Government

COLORADO DEPARTMENT OF HUMAN SERVICES (CDHS) Denver, CO 2020 to 2021

Deputy Director, Office of Behavioral Health (2020 – 2021)

- ❖ Served as the Operations Officer for Colorado's Office of Behavioral Health.
- ❖ Oversaw the Information Technology portfolio for Colorado's state mental health hospitals and the statewide community behavioral health system. Responsibilities include oversight of all IT projects and cybersecurity within the office and in collaboration with the Governor's Office of Information Technology
- ❖ Oversaw the budget operations for the Colorado Office of Behavioral Health
- ❖ Oversaw personnel and HR functions within the Office of Behavioral Health including the operational mission of the state's two mental health hospitals and the management of over 500 patients and 1300 staff.
- ❖ Served as interim Director for Community Behavioral Health and the Deputy Commissioner of Behavioral Health for Colorado

Accomplishments:

- ❖ Directed and oversaw the implementation of digital fiscal oversight and monthly cost reporting for the state's two mental health institutes. This change in operational approach resulted in the institutes operating within budget for the first time in over ten years.
- ❖ Served as interim director for the Division of Community Behavioral Health while maintaining responsibility as the Deputy Director for Colorado's Behavioral Health system. In this interim role, I successfully oversaw the development, execution, and management of over \$200M in contract and operating revenue.
- ❖ Collaborated with HCPF to envision, develop, and operationalize a new Medicaid waiver program. This new waiver program will provide funding for a new division within the Colorado Department of Human Services to provide direct care in residential settings to patients transitioning from a mental health institute back into the community.

STATE OF COLORADO, GOVERNOR'S OFFICE Denver, CO 2019 to 2020

Director of Operations and Cabinet Affairs (2019-2020)

- ❖ Served as Chief Operating Officer for Colorado, providing oversight to the operations of nineteen executive directors, responsible for the daily tasks of state government and the management of a 33,000-employee workforce
- ❖ Developed and oversees the Governor's Operational Agenda for the State of Colorado in cooperation with the Governor's Chief of Staff
- ❖ Provided leadership to each cabinet head to ensure the Governor's Operational Agenda is administered across the state.
- ❖ Lead the statewide performance management, process improvement and talent development programs as defined by the SMART Act.

Accomplishments:

- ❖ Received national recognition for the design, delivery, and implementation of the Governor's Dashboard (website), which displays key strategic performance measures for all state agencies and the administration. dashboard.state.co.us.
- ❖ Founded the Governor's Professional Development Academy which provides professional certifications and education to state employees in the disciplines of Agile, Lean, Contract Management, and Change Management.
- ❖ Established the Colorado Digital Service, which brings experts from the private sector into state government to provide advice and guidance on the delivery of information technology solutions.
- ❖ Coordinated the development of 71 measurable goals across 19 state agencies to support the Governor's strategic vision for Colorado during his administration.

COLORADO DEPARTMENT OF HUMAN SERVICES (CDHS) Denver, CO 2014 to 2019

Deputy Executive Director (COO) (2017 – 2019)

- ❖ Chief Operating Officer of the Colorado Department of Human Services (CDHS) administering a \$2 Billion annual budget and a workforce of over 5,000 employees comprised of direct-service and support staff: including internal audit, administrative operations, and the oversight of nineteen direct-service facilities.
- ❖ Represents the Department in interactions with state and national legislators, agencies and political leaders on issues related to Human Services within Colorado.
- ❖ Serve as Chair of the Department's employee council and as the executive responsible for productive collaboration with the State Employee's labor organization.
- ❖ Contribute to the development of strategic statewide initiatives through participation in the Colorado Commission of Criminal and Juvenile Justice, the GOVERNING magazine leadership forum and as an Aspen Institute Fellow.
- ❖ Provide leadership and establish measurable goals and outcomes for executives responsible for the leadership and management of over 3,500 employees engaged in the provision of family and client focused services, logistics and quality control efforts.

Accomplishments:

- ❖ Led a transformative family-support (2gen) effort which streamlined the application and enrollment process for families of youth served within the Department's youth services Division, and provided parenting supports to committed youth to reduce intergenerational incarceration.
- ❖ Contributed to the development of and testified in support of House Bill 18-1065, which upon being made law contributed to increased safety for vulnerable individuals within the care of the Department, ensuring employees that perpetrate abusive acts would not be retained by the Department.
- ❖ Established a relationship between CDHS and the University of Colorado Denver School of Public Affairs, resulting in an interagency program that utilizes graduate students to assist the Department in the achievement of strategic outcomes, while providing opportunities for master's Thesis research at no cost to the Department.
- ❖ Improved operational accountability, oversight and service through the digital transformation of multiple paper-only systems across the Department which resulted in: improved safety for 1,721 vulnerable clients; electronic health records in twelve facilities; an online personnel evaluation system which resulted in the savings of 30,686 documents, a projected annual cost savings of \$264,022; digital scheduling for over 500 families and 650 employees; a paperless clearance system resulting in staff time savings and elimination of an estimated 400,000 pieces of paper.
- ❖ Directed the adoption of a performance-focused statistical accountability process which utilizes data analytics to assist managers to focus upon ensuring human resources, finance, procurement, risk management, IT and facilities management programs within the Department adhere to the highest levels of customer service and efficiency.

Director, Office of Administrative Solutions (Director of Operations) (2016-2017)

Deputy Director, Office of Administrative Solutions (2015-2016)

- ❖ Managed a \$37 Million annual budget, a staff of 8 and an office of over 500 employees providing critical infrastructure support services to CDHS (a total staff of 5000 employees).
- ❖ Oversaw the daily support services provided by the divisions of: Human Resources, IT, Facilities Management, Finance, Accounting and Procurement, and Risk Management.
- ❖ Assisted the Executive Director as a member of the Department's Senior Executive Team.

Accomplishments:

- ❖ Focused on staff engagement, development, and leadership skills through the implementation of the Department's Leadership and new Manager training programs, resulting in 214 graduates to date.

- ❖ Served as an Officer Candidate Instructor

Education

UNIVERSITY OF COLORADO
Master of Public Administration

COLORADO STATE UNIVERSITY
Bachelor of Arts, Political Science

Awards

Governor's Proclamation for Meritorious Service/ Bronze Star Medal/ Army Commendation Medal/ Army Achievement Medal/ Meritorious Unit Citation/ Afghanistan Service Medal/ Global War on Terrorism Service Medal/ National Defense Service Medal/ Overseas Service Ribbon/ Armed Forces Reserve Medal/ Colorado Commendation Medal/ Colorado Achievement Medal

Affiliations

Colorado State Claims Board Chair (Current)/ Third Sector Advisory Board Member (Current)/ Mensa (Current)/ International Society for Philosophical Enquiry (Current)/ Serve Colorado, Commissioner (Current)/Colorado Statewide Internet Portal Authority (SIPA), Board Member (Current)/ Colorado Commission of Criminal and Juvenile Justice (CCJJ), Board Member (Former) Aspen Ascend 2017 Children and Families Fellow (Former)