



**DENVER**  
THE MILE HIGH CITY

**Career Service Authority**

Denver's Human Resource Agency

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## **Career Service Authority Board Meeting #2110**

### **Minutes**

**Thursday, December 4, 2008**

**5:00 P.M.**

**Webb Municipal Building**

**201 W. Colfax, Fourth Floor, Room 4.F.6 and 4.G.2**

**Luis Toro (Co-Chair)**  
**Tom Bonner (Co-Chair)**  
**Felicity O'Herron**  
**Nita Henry**  
**Patti Klinge**

**I. Opening: The Board meeting opened at 5:10 p.m.**

*The Board welcomed new CSA Board Member Patti Klinge to her first meeting.*

**A. Approval of the Agenda for the December 4, 2008 Board Meeting**

*Board Member Toro suggested that the CSA Board Meeting Times Discussion be moved to the end of the meeting and that Classification Notices 1278 & 1279 be heard together. The Board approved unanimously the revised Agenda for the December 4, 2008 meeting.*

**B. Approval of the Minutes for the November 20, 2008 Board Meeting**

*The Board approved unanimously the minutes for the November 20, 2008 meeting.*

**C. CSA Board Meeting Times Discussion**

*The Board voted to cancel the January 29, 2009 meeting and move the time of the 2009 evening meetings to 5:30pm.*

**II. Board Comments: None**

**III. Director's Briefing:**

**A.** *Mr. Dolan briefed the Board that results of the Employee Survey and the Total Compensation Study would be brought before the Board at upcoming meetings.*

**IV. Public Comments: None**

**V. Approval to Post: None**

**VI. Public Hearing:**

- A. Classification Notice No. 1278** - The proposed change amends the Classification and Pay Plan by changing the pay grade of Golf Starter/Ranger from 605-G to 212-Y.

*Melissa Fisher & Roberta Monaco presented the information to the Board for approval. They clarified employment definitions, On Call Classification and living wage data. They also proposed an alternate plan that added three more steps.*

*After listening to several Golf Division employees and the Board having some questions and concerns, the Board voted 3-1, Board Member Henry dissented and Board Member Klinge abstained, to approve Classification Notice No. 1278 as modified.*

- B. Classification Notice No. 1279** - The proposed change amends the Classification and Pay Plan by adding Golf/Pro Shop Assistant.

*Melissa Fisher & Roberta Monaco presented the information to the Board for approval. They clarified employment definitions, On Call Classification and living wage data.*

*After listening to several Golf Division employees and the Board having some questions and concerns, the Board approved Classification Notice No. 1279 4-0 with Board Member Klinge abstaining.*

**VII. New Cases: None**

**VIII. Pending Cases:**

- A. RONALDA MOUNJIM** vs. Department of Parks and Recreation, Appeal No. 87-07A.

*This case will be reviewed at the December 18, 2008 Board meeting.*

- B. GARY LUFT** vs. Department of Aviation, Appeal No. 43-08a.

*The Board affirmed the Hearing Officer's decision, 4-0 with Board Member Klinge abstaining and a written decision to be forthcoming.*

**IX. Executive Session:**

*The Board went into Executive Session at 6:20 p.m. to discuss pending cases and personnel matters.*

*The Board re-opened the Board Meeting at 6:49 p.m.*

**X. Adjournment:**

*The Board adjourned the meeting at 6:50 p.m.*