



**Office of Human Resources**

201 W. Colfax Ave., Dept. 412

Denver, CO 80202

p: 720.913.5751

f: 720.913.5720

[www.denvergov.org/humanresources](http://www.denvergov.org/humanresources)

**Career Service Board Meeting #2244**  
**Minutes**  
**Thursday, July 17, 2014**  
**9:00 A.M.**  
**Webb Municipal Building**  
**201 W. Colfax, Fourth Floor, Room 4.I.3**

**Patti Klinge**  
**Colleen M. Rea (Chair)**  
**Derrick Fuller**  
**Gina Casias (Absent)**

**I. Opening:** *Meeting called to order at 9:06 am.*

- 1. Approval of the Agenda for the July 17, 2014 Board Meeting.**  
*The Board unanimously approved the Agenda for the July 17, 2014.*
- 2. Approval of the Minutes for the July 3, 2014 Board Meeting.**  
*The Board unanimously approved the July 3, 2014 meeting minutes.*

**II. Board Comments:** *None.*

**III. Public Comments:** *None.*

**IV. Public Hearings:**

1. Public Hearing Notice No. 487 – Prevailing Wage for Teledata Technician  
*Seth Duhon-Thorton with the Office of Human Resources presented the notice to the board. Mr. Duhon-Thorton explained inconsistent data regarding this classification was received late in the year negatively impacting the compensation for the respective classification. The Office of Human Resources is recommending rather than decreasing the compensation, that the compensation remain the same.*

*The board agreed they would like the Office of Human Resources, Compensation Division to obtain more data from different sources and bring to a future meeting.*

*The board unanimously tabled approval of this public hearing notice until a future board meeting in an effort to obtain additional data.*

2. Public Hearing Notice No. 488 – Prevailing Wage for Building Engineer  
*Seth Duhon-Thorton with the Office of Human Resources presented the notice to the board. In accordance with the Revised Municipal Code, Section 20-76 (c) (3), a yearly review was conducted concerning the pay and fringe benefits for the prevailing wage classification of Building Engineer. Mountain States Employer's Council benchmarked the compensation for the respective classification for the Denver/Boulder geographical region in addition to calculations based off the Service Contract Act Wage Determination. Based off the analysis, this classification resulted in a .68% wage benefit increase setting the pay from \$28.91 to \$29.14.*

*The board unanimously approved Public Hearing Notice No. 488.*

3. Public Hearing Notice No. 489 – Prevailing Wage for Deicing Facility Operator, Maintenance Mechanic, and Material Handling Laborer  
*Seth Duhon-Thorton with the Office of Human Resources presented the notice to the board. At the request of the Prevailing Wage Division of the Auditor's Office, OHR proposes to establish Prevailing Wage Pay and Fringe Benefits for the classification for Glycol Facility positions of: Deicing Facility Operator, Maintenance Mechanic, and Material Handling Laborer solely at Denver International Airport. The Service Contract Act Wage Determination was used to obtain the base wages in addition to calculate benefits. This resulted in a .10% increase in fringe benefits only.*

*The board unanimously approved Public Hearing Notice No. 489.*

4. Public Hearing Notice No. 490 – 2015 Plan Medical Carrier/Plan Design Changes  
*Heather Britton with the Office of Human Resources provided the attached presentation on the 2015 Medical Carrier/Plan Design Changes. Department of Safety, Denver Police Department has asked OHR to include them in the process in an effort to make health insurance more affordable. The City has held onto and HMO insurance plan because having an older population of employees, it is what they have always known. Ms. Britton stressed the Benefits Division is continuing to work on the trust issue with employees and will be providing employees a visual scenario of what is changing as well as meeting with employees one on one.*

*Ms. Britton's presentation is attached hereto.*



*The board was provided this overview and did not rule on this public hearing notice.*

**V. Approval to Post:** *None.*

**VI. Director's Briefing:**

1. Tony Gautier, Denver Parks and Recreation Service Delivery Team Presentation.



**VII. New Cases:** *None.*

**VIII. Pending Cases:**

1. Frank Kemp II v. Denver Sheriff's Department, Appeal No. 19-13  
*The board AFFIRMED the Hearing Officer's decision, written order distributed on July 29, 2014.*
2. Anass Khelik v. Department of Safety, Denver Sheriff Department, Appeal No. 31-13  
*The board VACATED the Hearing Officer's decision and reinstated the Agency's discipline, written order to follow.*
3. Robert Strauch v. Department of Safety, Denver Sheriff Department, Appeal No. 40-13  
*The board UPHELD the Hearing Officer's decision, written order to follow.*

**IX. Executive Session:**

*Board went into executive session at 10:59 a.m. to discuss cases and staffing matters.  
Board re-convened Board meeting at 11:46 a.m.*

**X. Adjournment:** *Adjournment was at 11:46 a.m.*