

**Career Service Board Meeting #2252**  
**Minutes**  
**Thursday, November 20, 2014**  
**9:00 A.M.**  
**Webb Municipal Building**  
**201 W. Colfax, Fourth Floor, Room 4.G.2**

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

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

- 1. Approval of the Agenda for the November 20, 2014 Board Meeting.**  
*The Board unanimously approved the Agenda for the November 20, 2014 with the modification of the tabling Public Hearing Notice 495 to a future date.*
- 2. Approval of the Minutes for the November 6, 2014 Board Meeting.**  
*The Board unanimously approved the November 6, 2014 meeting minutes.*

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

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

**IV. Public Hearings:**

- 1. Public Hearing Notice No. 495 – Custodians.**  
*Seth Duhon-Thornton with the Compensation and Classification Division requested the public hearing be tabled to a future meeting due to receiving last minute data.*

*The Board unanimously tabled Public Hearing Notice No. 495.*

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

**VI. Director's Briefing:**

- 1. Valerie McNaughton, Chief Hearing Officer, for the Career Service Hearings Office presented the 2014 3<sup>rd</sup> Quarter statistics to the board. Additionally, Ms. McNaughton asked the board if it is within policy to allow the Hearings Office new Law Clerk, Ryan Brand the ability to provide pro-bono work that does not conflict with the Mr. Brand's employment with the City. Board Chair Colleen M. Rea responded the board will need some time to think about that request and will get back to Ms. McNaughton.**
- 2. Karen Niparko, Office of Human Resources Executive Director informed the board OHR is working on a strategy to re-certify employees on their ethics training.**

3. *Ms. Niparko informed the board OHR is working on consolidating the process for background checks. Ms. Niparko explained various city agencies conduct their own background checks using more than one vendor. Further, OHR is working on a RFP for a new background check vendor. There have been issues with the timeliness and responsiveness of OHR's current background check vendor Sterling. The intent is to create the RFP with various tiers that would address all city agency needs and bring all the funds designated for background checks to OHR.*

*Board member Neil Peck asked approximately how many backgrounds checks OHR has conducted. Deputy Director Natalie Landau answered OHR has conducted approximately 1,000 background checks to date.*

4. *Ms. Niparko informed the board that by charter OHR must undergo a compensation audit, every four years, on the methodology of the classification and compensation practices to ensure they are consistent and effective. This review must be completed by the end of August 2015.*

## **VII. New Cases:**

1. Vincent Macieyovski v. Department of General Services, Facilities Management, Appeal No. 28-14, Agency's Motion To Dismiss.  
*The Career Service Board GRANTED the Agency's Motion to Dismiss, written order to follow.*
2. Dean Altman v. Department of Safety, Denver Sheriff Department, Appeal No. 32-14, Agency's Motion for Stay  
*The Career Service Board DENIED the Agency's Motion for Stay, written order to follow.*
3. Thomas Almeida v. Denver Parks and Recreation, Appeal No. 37-14, Agency's Interlocutory Appeal to the Career Service Board.  
*The Career Service Board GRANTED the Agency's Interlocutory Appeal, REVERSED the Hearing Officer's order denying the Agency's motion to dismiss Almeida's grievance appeal, and DISMISSED, without prejudice, Almeida's appeal of his grievance. Written order to follow.*

## **VIII. Pending Cases:**

1. Everett Vonner v. Department of Safety, Denver Sheriff's Department, Appeal No. 56-13  
*The board AFFIRMED the Hearing Officer's decision, written order to follow.*
2. Loretta Perry-Wilborne v. Denver Human Services, Appeal No. 62-13  
*The Career Service Board AFFIRMED the Hearing Officer's Decision, written order to follow.*
3. David Shelley and Christine Martinez v. Department of Safety, Denver Sheriff Department, Appeal No. 30-13 and 32-13.

*The Agency withdrew their appeal in the Christine Martinez matter, Appeal No. 32-13.*

*The Career Service Board REVERSED the Hearing Officer's Decision in the David Shelley matter, Appeal No. 30-13, written order to follow.*

## **IX. Executive Session:**

*Board went into executive session at 9:29 a.m. to discuss cases and staffing matters.  
Board re-convened Board meeting at 11:11 a.m.*

## **X. Adjournment:** *Adjournment was at 11:12 a.m.*