

**Career Service Board Meeting #2256**  
**Minutes**  
**Thursday, January 15, 2015**  
**9:00 A.M.**  
**Webb Municipal Building**  
**201 W. Colfax, Fourth Floor, Room 4.G.2**

**Colleen M. Rea, Esq. (Chair)**  
**Gina Casias, Esq. (Co-Chair)**  
**Patti Klinge**  
**Derrick Fuller**  
**Neil Peck, Esq.**

**I. Opening:** *Meeting called to order at 9:07 am.*

1. **Approval of the Agenda for the January 15, 2015 Board Meeting.**  
*The Board unanimously approved the Agenda for the January 15, 2015 meeting.*
2. **Approval of the Minutes for the December 18, 2014 Board Meeting.**  
*The Board unanimously approved the December 18, 2014 meeting minutes with the following modifications:*
  1. **Removal of Gina Casias and Neil Peck as attendees for the December 18, 2014 meeting.**
  2. **Removal of the word “none” from the New Cases section.**

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

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

**IV. Public Hearings:**

1. **Public Hearing Notice No. 498 – Career Service Rule 13 Pay for Performance**  
*Meredith Crème and Seth Duhon-Thornton with the Office Human Resources presented the public hearing notice to the board. Ms. Crème summarized the two following changes with the table and the timeline in the proposal:*
  - *Updates the merit table for 2014 to reflect an average 3.0% merit increase.*
  - *Eliminates eligibility for merit payments for employees in the third quartile.*
  - *Allows employees who are over-range to receive merit payments.*
  - *Updates the appendix of the Pay for Performance rule to reflect the 2015 processing deadlines.*

*Ed Bagwell, Teamsters Local 17 Representative and Shanna Shadoan provided a written statement on behalf of Ms. Shadoan. Ms. Shadoan inquired if the Office of Human Resources was proactive at the beginning of the process by getting others involved. Ms. Shadoan provided the statement to the board (see attached). Mr. Bagwell inquired if this year’s budget had to be modified because of the Department of Safety settlement payouts. Ms. Crème responded no.*

Board Co-Chair Gina Casias inquired how the budget is set for merit increases and because of the growth of Denver, to what extent is out of the norm. Ms. Crème explained the merit increases are approved during the budget process based off of market and other government entity comparisons provided by compensation and classification to the Budget Office and the Mayor's Office. Board Member Klinge added the increase is in alignment with studies and survey data. Ms. Crème further explains this public hearing is so the Career Service Board can approve the rule change to match the approved budget. Ms. Crème further explained survey data is conducted within the metropolitan area, regionally and nationally.

Board Member Klinge assured the speakers the Office of Human Resources starts clean every year when conducting salary surveys and never uses the previous year as a starting point and/or baseline.

Board Member Neil Peck inquired if cost of living is considered because Denver is getting more expensive. Ms. Crème responded data is used from the Consumer Price Index (CPI) and Employee Cost Index (ECI).

Speakers George Bannister and Wesley Heard, Police Fleet Technicians, Denver Police Department – Mr. Bannister stated for years the city employees have been making sacrifices with furlough days and pay freezes and have never been compensated for these sacrifices. Mr. Bannister claims his check has been the same for the past 12 years. He feels the range is currently set up so an employee will never reach the max unless an employee takes a demotion. Mr. Bannister has been receiving outstanding and exceeds expectations on his performance reviews for 17 years and has never reached the max of his pay scale. Mr. Bannister feels the benefits are not competitive and is confident when pay gets better, the City will get better workers. Mr. Bannister feels employees are taking all the hits and the max range is unattainable.

Speaker Lauren Dennis, Library Program Associate, Denver Public Library. Ms. Dennis took a pay cut to come work for the City and is disappointed. Ms. Dennis feels the timeline is inappropriate and there needs to be clarity on what is the duty of the City. Ms. Dennis asked where is the opportunity for debate in this matter? Ms. Crème responded Mayor's budget is made public in October for the following year. Ms. Dennis stated she did not recall getting the information to participate in the budget process. She asked where the duty to communicate lies. Ms. Crème will work on finding out the communication process for people who want to be part of the budgeting process.

Speaker Yanira Duarte, Library Program Associate, Denver Public Library, stated Denver is becoming very expensive. Ms. Duarte questioned who is surveyed because the market index is not a reality we live in. With City Council and the Mayor getting a 10.3% raise, the process should be changed. Ms. Crème reiterated data is obtained from employers of all types, and data from metropolitan, regional and national sources are used.

Speaker Sarah McNeil, Denver Public Library, is concerned that OHR does not start with a clean slate every year and questions if the City attracts world class employees with this process.

The Board unanimously approved Public Hearing Notice No. 498.

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

**VI. Director's Briefing:**

1. Karen Niparko, Executive Director of the Office of Human Resources introduced the new Executive Assistant III, Amber Whaley who will support the Executive Director and the Career Service Board.

2. *Ms. Niparko informed the board the Office of Human Resources is three years into their Strategic Plan.*

**VII. New Cases:**

**VIII. Pending Cases:**

1. Steven Valerio v. Department of Safety, Denver Sheriff Department, Appeal No. 22-14  
*The Career Service Board AFFIRMED the Hearing Officer's decision, written order to follow.*
2. Darrell Jordan v. Department of Safety, Denver Sheriff Department, Appeal No. 30-14  
*The Career Service Board AFFIRMED the Hearing Officer's decision, written order to follow.*
3. 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.*

**IX. Executive Session:**

*Board went into executive session at 10:01 a.m. to discuss cases and staffing matters.  
Board re-convened Board meeting at 11:05 a.m.*

**X. Adjournment: Adjournment was at 11:06 a.m.**