

Career Service Board Meeting #2258
Minutes
Thursday, February 19, 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

I. Opening: *Meeting called to order at 9:10 am.*

- 1. Approval of the Agenda for the February 19, 2015 Board Meeting.**
The Board unanimously approved the Agenda for the February 19, 2015 meeting.
- 2. Approval of the Minutes for the February 5, 2015 Board Meeting.**
The Board unanimously approved the February 5, 2015 meeting minutes.

II. Board Comments: *None.*

III. Public Comments: *None.*

IV. Public Hearings:

1. Public Hearing Notice No. 499 – Rule Revision 9-57 Swim Instruction Differential
Peter Garritt and Meredith Crème with the Office of Human Resources reviewed the proposed rule revision with the board. OHR was approached by Denver Parks and Recreation in February 2013. The goal behind this proposal is to allow compensation to Lifeguards to remain competitive with community practices and to encourage Lifeguard participation in the private swim instruction program. OHR's Classification and Compensation Unit determined that the requested increase was within market rates for lifeguards teaching group and private swim lessons. The changes are as follows in bold:

9-57 Swim Instruction Differential

C. Amount of Differential:

2. *In addition, employees will receive the following swim lesson differential;*
 - a. ~~Fifteen~~ **Fifty** percent (~~45~~ **50**%) of the employee's current hourly rate of pay for time spent teaching a group swim lesson.*
 - b. ~~Fifty~~ **Seventy-Five** percent (~~50~~ **75**%) of the employee's current hourly rate of pay for time spent teaching a private swim lesson.*

This will increase the hourly rate as follows:

50% increase from \$13.13 minimum/hourly to \$17.99 minimum/hourly and 75% increase from \$15.31 minimum/hourly to \$20.98 minimum/hourly.

Board Co-Chair Gina Casias asked if there were any additional certifications needed by staff. Meredith Crème stated a water safety certification is required.

Board Member Patti Klinge inquired why group swim lessons are less expensive than individual lessons. Ms. Crème stated it is based on the fees and creating a more personalized lesson for individual swim lessons.

Speaker Kelly Kitts, Supervisor for Central Park Recreation Center thanked the Career Service Board and their effort on hearing this matter. Ms. Kitts feels it is important to align the City's Swim Program with the American Red Cross Learn To Swim Program.

V. Approval to Post: *None.*

VI. Director's Briefing: *None.*

VII. New Cases:

1. Jennifer LaCombe et al v. Department of Aviation, Denver International Airport, Appeal Nos. 56-14, 57-14, and 58-14, Agency's Motion To Stay.
The Career Service Board DENIED the Agency's Motion To Stay, written order to follow.

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 9:24 a.m. to discuss cases and staffing matters.
Board re-convened Board meeting at 10:37 a.m.*

X. Adjournment: **Adjournment was at 10:38 a.m.**