



Career Service Board Meeting #2392

Minutes

Thursday, January 21, 2021, 9:00am

Microsoft Teams

Karen DuWaldt (Co-Chair)
Neil Peck (Co-Chair)
Patricia Barela Rivera
David Hayes
LaNee Reynolds

I. Opening: Meeting was called to order at 9:00am. Neil Peck, Board Co-Chair, asked for a roll call of those present for the record.

All members of the Career Service Board were present, in addition to Bob Wolf, Sr. Asst. City Attorney to the Board, and Karen Niparko, Executive Director, Office of Human Resources (“OHR”).

1. **Approval of the Agenda for the January 21, 2021 Board Meeting.**
Board Member David Hayes made a motion, seconded by Board Co-Chair Neil Peck, to approve the agenda for the January 21, 2021 meeting, which was approved unanimously by the Board.
2. **Approval of the Minutes for the December 17, 2020 Board Meeting.**
Board Co-Chair Karen DuWaldt made a motion, seconded by Board Member Patricia Barela Rivera, to approve the minutes for the December 17, 2020 meeting, which was approved unanimously by the Board.

II. Board Comments: None.

III. Public Comments: None.

IV. Public Hearing:

1. Public Hearing Notice No. 639 – Prevailing Wage: Sign Erector

Alena Duran, Sr. Classification & Compensation Analyst, presented Public Hearing Notice No. 639 to adopt a change in the pay and/or fringe benefits of the wage classification series of “Sign Erector” in accordance with section 20-76(c)(3) of the Denver Revised Municipal Code.

The following pay and fringe benefits revision was proposed:

	<u>Current</u>			<u>Proposed</u>		
	<u>Base Wage</u>	<u>Fringes</u>	<u>Total</u>	<u>Base Wage</u>	<u>Fringes</u>	<u>Total</u>
Sign Erector	\$23.82	\$7.16	\$30.98	\$21.09	\$6.31	\$27.40

The Building Wage Modification from Davis Bacon was used to determine the appropriate wage and fringe for this classification.

Board Co-Chair Neil Peck asked for additional clarification as to why the notice reflects a wage decrease.

Ms. Duran noted Class & Comp used to send out a custom survey for this classification, which then stopped as wage data from the Employers Council was aged instead. In 2019, it was determined this was not an ideal method and, with agreement from the Auditor's Office, Class & Comp began using the Carpenter Excludes classification under Davis Bacon as the most appropriate match.

Board Co-Chair Karen DuWaldt asked if the change will affect anyone currently under contract, or if this is only for the future. Ms. Duran confirmed the decrease would only apply to new contracts with the city.

Mr. Peck made a motion, which was seconded by Ms. DuWaldt, to approve Public Hearing Notice No. 639, which was unanimously approved by the Board.

VI. Executive Session:

The Board went into executive session at 9:08am and discussed several issues regarding the Gallagher Pay Study with Karen Niparko and Nicole de Gioia-Keane, Director of Classification & Compensation. In addition, the following appeal was adjudicated:

1. Lorenzo Nagel vs. Denver Sheriff's Department, Appeal No. A013-20
The Career Service Board affirmed the Hearing Officer's decision, written order to follow.

VII. Adjournment: *Adjournment was at 10:40am.*