

**Career Service Board Meeting #2396**  
**Minutes**  
**Thursday, April 15, 2021, 9:00am**

**Microsoft Teams**

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

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

*Mr. Peck, Co-Chair, was absent today. All other 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 April 15, 2021 Board Meeting.**  
*Board Member Patricia Barela Rivera made a motion, seconded by Board Member LaNee Reynolds, to approve the agenda for the April 15, 2021 meeting, which was approved unanimously by the Board.*
- 2. Approval of the Minutes for the April 1, 2021 Board Meeting.**  
*Board Member LaNee Reynolds made a motion, seconded by Board Member David Hayes, to approve the minutes for the April 1, 2021 meeting, which was approved unanimously by the Board.*

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

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

**IV. Public Hearing:** *No notices today.*

**V. Director’s Briefing:**

- 1. Phased Return to Work Plan**

*Karen Niparko, Executive Director of OHR, noted the Mayor’s decision to start phasing the city’s workforce back into the office, which was announced on April 9.*

*Ms. Niparko noted the proposed phase-in will begin in June and continue through August, however, the entire workforce is not expected to immediately return and most agencies are planning to implement a hybrid model, with some employees working remote, while others will work in the office full-time.*

*Ms. Niparko stated the first priority is the safety of employees and the plan is subject to change based on public health orders issued by the Denver Department of Public Health and Environment (“DDPHE”). Depending on vaccination levels, caseload data, hospitalizations, and the spread of variants, some public health orders are expected to be lifted or modified.*

*Technology Services and Facilities are beginning work to prepare city buildings for the return of the workforce. While the city is not requiring employees to be vaccinated or to show proof of vaccination, we continue to strongly encourage everyone to receive a vaccine.*

*Board Co-Chair Karen DuWaldt asked if there was resistance to vaccination from city employees. Ms. Niparko responded the employee survey results showed 73% of civilian employees are planning to be vaccinated, however, the city will not directly ask employees whether they have done so.*

*Board Member LaNee Reynolds asked what the city’s stance will be regarding employees wearing their masks when they are in the office versus not having to wear masks. Ms. Niparko replied Bob McDonald, Executive Director of DDPHE, will issue guidance on mask wearing in the context of public health orders, and this will apply to employees working in city buildings as well.*

*The Mayor’s announcement was made in the context of being a large downtown employer and the need to revitalize downtown businesses to support post-COVID economic renewal. Many other downtown businesses are awaiting signals from the city and state as to when their employees will return as well. Ms. Niparko noted there will be challenges with the reduction in RTD schedules and limited parking.*

*All agencies are developing their Return to Work Plans for the Mayor’s review, which is due on April 30. OHR is working closely with each agency’s COVID Coordinator to develop guidelines and proposed schedules.*

*Ms. Niparko stated the Board will receive OHR’s Return to Work Plan for approval.*

## **VI. Executive Session:**

*The Board went into executive session at 9:21am and discussed several OHR issues with Karen Niparko. In addition, the following appeal was adjudicated:*

1. Alfredo Hernandez vs. Denver Sheriff’s Department, Appeal No. 021-20  
*The Career Service Board affirmed the Hearing Officer’s Decision, written order to follow.*

*The Board granted the Agency-Petitioner’s request to withdraw Consolidated Appeals No. 022-20A, 031-20A, and 032-20A, Onesimo Garcia vs. Denver Sheriff’s Department.*

## **VII. Adjournment:** *Adjournment was at 9:42am.*