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**Career Service Board Meeting #2406
Emergency Session**

Minutes

Friday, January 14, 2022, 10:00am

Microsoft Teams

**Karen DuWaldt, Co-Chair
David Hayes, Co-Chair
Patricia Barela Rivera
Erin Brown
LaNee Reynolds**

I. Opening: Board Co-Chair Karen DuWaldt calling the meeting to order at 10:04am. All members of the Career Service Board were present in addition to Bob Wolf, Sr. Asst. City Attorney to the Board, Karla Pierce, Sr. Asst. City Attorney, Cindy Bishop, Co-Interim Executive Director of OHR, Heather Britton, Director of Benefits & Wellness, and George Branchaud, OHR Administrator.

1. Approval of the Agenda for the January 14, 2022 Board Executive Session Meeting.

Board Member LaNee Reynolds made a motion, seconded by Board Member Erin Brown, to approve the agenda for the January 14, 2022 emergency meeting, which was approved unanimously by the Board.

II. Public Hearing:

1. Proposed Emergency Revision of CS Rule 9-91A

Karla Pierce, Employment Section Supervisor and Sr. Asst. City Attorney, presented a proposed emergency revision to Career Service Rule 9.91A to allow the City to implement temporary changes to the overtime policy during a citywide emergency that is more generous than the current rule allows, in order to address issues such as staffing shortages, low employee morale or retention issues that can arise during an emergency.

Ms. Pierce stated the city is currently experiencing a staffing emergency from high absenteeism due to the surge from the Omicron variant, which is exacerbated from the existing high level of vacancies, particularly in DOTI and 911 Operations. These high levels of absences is particularly concerning for Police, Fire, and Sheriff.

The Mayor has activated the Emergency Operations Center to monitor staffing levels and will offer premium pay for employees who are redeployed to other agencies to assist them. Career Service Rule 9-73 allows for this additional pay to be offered to redeployed employees when the Mayor declares a citywide emergency.

As a result, from January 2 through January 29, any employee who is redeployed to another agency will receive an additional \$50.00 per day in premium pay.

Ms. Pierce noted the city reached agreement with the Police, Fire, and Sheriff unions to offer a temporary, enhanced rate of overtime pay without re-opening their respective contracts. The Mayor is also proposing offering two times the hourly rate of pay for all overtime worked by other city employees.

Board Co-Chair Karen DuWaldt asked what the definition of “city” encompassed and whether the proposed changes are clear regarding who has the authority to implement a higher rate of pay for overtime. Ms. Pierce responded the rule is clear the Mayor must declare a citywide emergency in order for premium rates of pay to be offered.

Board Member Erin Brown asked if this higher rate of overtime is only in effect until January 29th, to which Ms. Pierce replied in the affirmative, noting however, the rule change is written generally to provide flexibility for extending the time period.

Board Member Patricia Barela Rivera asked what the budget impact is for paying the higher rate of overtime. Ms. Pierce noted there is a cost, however, the city has contingency and ARPA funds available to cover the additional expense. Board Member LaNee Reynolds commented she assumed the city also has substantial vacancy savings from all of the open positions.

Board Co-Chair David Hayes asked what the city’s absence rate is, to which Ms. Pierce stated was approximately 60-65% at some agencies. Ms. Bishop noted the EOC is monitoring this closely in Police, Fire, Sheriff, and DOTI.

Ms. Brown asked whether there is on-call Parks & Rec staff available to redeploy to agencies in-need, to which Ms. Bishop replied in the affirmative for a limited number of situations as many of the safety agencies required trained professionals.

Ms. Pierce advised the Board to vote for the record as to whether the situation as presented today warrants an emergency meeting of the Board. Ms. Brown made a motion to approve today’s meeting as an emergency session, which was seconded by Ms. Reynolds, and approved unanimously by the Board.

A motion was made by Ms. Barela Rivera, and seconded by Ms. DuWaldt, that pursuant to Denver Revised Municipal Code § 2-98, with a quorum present and upon unanimous vote, the Board has adopted the proposed emergency rule revision to Career Service Rule 9.91.A, as necessary to immediately protect the public health, safety or welfare of the city and county.

This emergency rule revision, as adopted, will remain in effect for no more than 180 days from January 14, 2022, and duly recorded with the Clerk & Recorder of the City & County of Denver.

III. Adjournment: *Adjournment was at 10:24am.*