



**Career Service Board Meeting #2415**

**Minutes**

**Thursday, October 20, 2022, 9:00am**

**201 W. Colfax Ave, First Floor, Career Service Hearings Office**

**David Hayes, Co-Chair**  
**Patricia Barela Rivera**  
**Michelle Devoe**

**I. Opening:** *The Career Service Board called a special Executive Session portion of the meeting at 8:01am.*

*The public meeting was called to order at 9:01am by Board Co-Chair David Hayes. Members of the Career Service Board were present are listed above, in addition to Bob Wolf, Sr. Asst. City Attorney to the Board, and Kathy Nesbitt, Executive Director, Office of Human Resources (“OHR”).*

**1. Approval of the Agenda for the October 20, 2022 Board Meeting.**  
*Board Member Patricia Barela Rivera made a motion, seconded by Board Member Michelle Devoe, to approve the agenda for the October 20, 2022 meeting, which was approved unanimously by the Board.*

**2. Approval of the Minutes for the September 15, 2022 Board Meeting.**  
*Board member Patricia Barela Rivera made a motion, seconded by Board Member Michelle Devoe, to approve the minutes for the September 15, 2022 meeting, which was approved unanimously by the Board.*

**II. Board Comments:** *Executive Director Kathy Nesbitt introduced Cinthia Febres-Sutherland OHR’s new Executive Office Administrator. Ms. Febres-Sutherland stated she is honored to be here.*

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

**IV. Public Hearing:**

1. Public Hearing Notice No. 671 – Parking Electronic Technician

*Alena Duran, Sr. Classification & Compensation Analyst, presented Public Hearing Notice No. 671 to adopt a change in the pay and fringe benefits of the prevailing wage classification, “Parking Electronic Technician” in accordance with section 20-76(c)(3) of the Denver Revised Municipal Code. The Service Contract Act was used to determine the base wage and fringe benefits for this classification.*

Classification	Current Base Wage	Current Fringes	Total	Proposed Base Wage	Proposed Fringes	Total	Increase
<b>Parking Electronics Technician</b>	\$26.84	\$7.70	<b>\$34.54</b>	\$26.84	\$7.90	<b>\$34.74</b>	<b>\$0.20</b>

*Board member Patricia Barela Rivera asked how many Parking Electronic Technicians are there? Senior Classification Analyst, Alena Duran state she is not sure because they are not city employees and she does not have access to that information.*

*Co-Chair David Hayes – how are we doing on the third-party administrator study?*

Nicole de Gioia-Keane, Director of Classification and Compensation responded her team has made a lot of progress on the administrator study and it went out for RFP. The city received one bid. A thorough analysis was done on the bid and found it was not adequate to meet the needs of the city. We have concluded on an in-house solution. The team met with budget executives, Councilwoman Sawyer and Jeff Garcia with the Auditor's Office and are all in alignment with creating an inhouse position which will be recruited for in the new year.

Board member Patricia Barela Rivera made a motion, which was seconded by Board Member Michelle Devoe, to approve Public Hearing Notice No. 671, which was unanimously approved by the Board.

2. Public Hearing Notice No. 672 – Fuel Handler Series

Alena Duran, Sr. Classification & Compensation Analyst, presented Public Hearing Notice No. 672 to adopt a change in the pay and fringe benefits of the prevailing wage classifications, "Fuel Handler Series" in accordance with section 20-76(c)(3) of the Denver Revised Municipal Code. The Service Contract Act was used to determine the base wage and fringe benefits for this classification.

Classification	Current Wage Per Hour			Proposed Wage Per Hour			Increase/Decrease
	Base Wage	Fringes	Total	Base Wage	Fringes	Total	
Fuel Facility Operator	\$23.41	\$7.30	<b>\$30.71</b>	\$23.41	\$7.50	<b>\$30.91</b>	+ 0.20
Lead Fuel Facility Operator	\$24.48	\$7.42	<b>\$31.90</b>	\$24.48	\$4.80	<b>\$32.10</b>	+ 0.20
Fuel Distribution System Mechanic	\$30.74	\$8.15	<b>\$38.89</b>	\$30.74	\$8.35	<b>\$39.09</b>	+ 0.20
Lead Fuel Distribution System Mechanic	\$32.14	\$8.31	<b>\$40.45</b>	\$32.14	\$8.51	<b>\$40.65</b>	+ 0.20

Board member Patricia Barela Rivera made a motion, which was seconded by Board Member Michelle Devoe, to approve Public Hearing Notice No. 672, which was unanimously approved by the Board.

3. Public Hearing Notice No. 673 – Furniture Movers

Alena Duran, Sr. Classification & Compensation Analyst, presented Public Hearing Notice No. 673 to adopt a change in the pay and fringe benefits of the prevailing wage classifications, "Furniture Movers" in accordance with section 20-76(c)(3) of the Denver Revised Municipal Code. The Service Contract Act was used to determine the base wage and fringe benefits for this classification.

Classification	Current Wage Per Hour			Proposed Wage Per Hour			Increase
	Base Wage	Fringes	Total	Base Wage	Fringes	Total	
Furniture Mover	\$17.36	\$6.60	<b>\$23.96</b>	\$18.38	\$6.92	<b>\$25.30</b>	<b>\$1.34</b>
Furniture Driver/Packer	\$19.12	\$6.81	<b>\$25.93</b>	\$19.16	\$7.01	<b>\$26.17</b>	<b>\$0.24</b>
Lead Furniture Mover	\$19.99	\$6.91	<b>\$26.90</b>	\$20.03	\$7.11	<b>\$27.14</b>	<b>\$0.24</b>

Co-Chair David Hayes asked why there was such a big jump for the Furniture Mover? Alena Duran responded she is not sure other than the labor shortage for the trades.

Board member Michelle Devoe made a motion, which was seconded by Board Member Patricia Barela Rivera, to approve Public Hearing Notice No. 673, which was unanimously approved by the Board.

4. Classification Notice No. 1735 – Victim Advocate Lead, Victim Advocate District Attorney

Nicole de Gioia-Keane, Director of Classification and Compensation for OHR wanted to provide some background on this notice. This notice was initially posted on September 2, 2022, for the September 15, 2022 board meeting but was pulled due to learning not all the agencies that use these classifications were in alignment in the path forward. A significant amount of dialogue with District Attorney's Office, City

Attorney's Office, Denver Police and Denver County Court parties have reached alignment and we were able to repost on October 7, 2022.

Greg Thress, Senior HR Classification and Compensation Analyst presented Classification Notice No. 1735 to the board. The Human Resources Classification and Compensation Division was requested separately by the City Attorney's Office and District Attorney's Office to conduct a pay study to ensure the Victim Advocates' pay grade ranges are appropriate due to a heightened increase in turnover. The study resulted in the following changes.

#### NEW CLASSIFICATIONS

<u>Classification Title</u>	<u>Pay Grade/Range</u>
Victim Advocate II	NE-14 (\$25.34 - \$32.31 - \$39.28)
Victim Advocate Lead	NE-15 (\$26.86 - \$34.25 - \$41.63)

#### CLASSIFICATION TITLE CHANGE

<u>Current Classification Title</u>	<u>Proposed Classification Title</u>
Victim Advocate	Victim Advocate I

#### PAY GRADE CHANGE

<u>Classification Title</u>	<u>Current Pay Grade/Range</u>	<u>Proposed Pay Grade/Range</u>
Victim Advocate I	NE-12 (\$23.00 - \$28.75 - \$34.50)	NE-13 (\$24.38 - \$30.48 - \$36.57)

#### CLASSIFICATION ABOLISHMENT

<u>Current Classification Title</u>	<u>Current Pay Grade/Range</u>
Victim Specialist	NE-11 (\$21.70 - \$27.13 - \$32.55)

The employee and budget impacts are minimal with one Victim Specialist with the Denver Police Department moving to the NE-13 classification will need a pay adjustment to move them to the new pay range minimum.

Board member Michelle Devoe asked if the levels are available regardless of where you work but aligned with the expertise of the individual? Nicole de Gioia-Keane responded that is correct. Ms. de Gioia-Keane added prior to the study the classes portioned out by which agency you were in. That was not beneficial to our employees regarding their opportunity to progress in the city.

Co-Chair Hayes stated he understood there was discussion about job duties and how they match up. The job duties are considered equal from a compensation standpoint even though the interaction with the advocates might be slightly different. Gregg Thress added the intent is if the cases get more complex an employee can move to a higher position.

Kathy Nesbitt added the Classification and Compensation Team did a phenomenal job.

Board member Patricia Barela Rivera made a motion, which was seconded by Board Member Michelle Devoe, to approve Classification Notice No. 1735, which was unanimously approved by the Board.

Nicole wanted to add to the record today is Greg Thress' last board meeting as he will be working remotely from Idaho until he retires on January 31, 2023. Nicole thanked Gregg and said the team is going to miss him very much as he has been a tremendous asset.

#### 5. Classification Notice No. 1742 – Social Case Workers

Conor Wildt, Senior Classification & Compensation Analyst, presented Classification Notice No. 1742 to the board. The study has two essential aspects related to the social case worker classifications. First are grade changes to the existing Social Case Worker series. This study seeks to address the ongoing hiring and retention challenges Denver Human Services Child Welfare and Adult Protective Services Division (CWAPS) has been experiencing high levels of local demand for Social Case Worker and continue to drive hiring rates. To keep pace, DHS has continued to raise their hiring floor for the new Social Case Worker. This has been necessary to attract applicants and compete with other organizations who are also in need of Social Case Workers. There are currently forty-two vacant positions out of three hundred and twenty, a 13% vacancy rate equaling five case worker teams the division is currently short. This results in

overburdened staff, reduces service levels to clients, and is contributing burnout of existing staff. This study will realign paygrades to market and affords room at the top end of the range for highly experienced Social Case Worker with complex workloads to receive merit. In addition to the pay grade changes there is a proposed creation of bilingual classifications. DHS CWAPS supports a significant population of non-English speaking clients. The nature of the services provided by the Social Case Worker makes outsourcing of interpreting services ineffective. Therefore, DHS has requested the creation of a bilingual classification to mirror the Social Case Workers series. Bilingual case work is required in these classifications as an essential function. Therefore, an enhanced assessment will be used when hiring into the bilingual classifications. The following pay grade changes and new classifications have been proposed.

#### NEW CLASSIFICATIONS

<u>Proposed Classification Title</u>	<u>Proposed Pay Grade/Range</u>
Social Case Worker Bilingual	EX-07 (\$53,574 - \$70,986 - \$88,397)
Social Case Worker Senior Bilingual	EX-08 (\$57,860 - \$76,665 - \$95,469)
Social Case Worker Lead Bilingual	EX-09 (\$62,488 - \$82,797 - \$103,105)
Social Case Worker Supervisor Bilingual	EX-11 (\$72,887 - \$96,576 - \$120,264)
Social Case Worker Administrator	EX-12 (\$78,718 - \$104,302 - \$129,885)

#### PAY GRADE CHANGES

<u>Current Classification Title</u>	<u>Current Pay Grade/Range</u>	<u>Proposed Pay Grade/Range</u>
Social Case Worker	EX-06 (\$49,605-\$65,727 -\$81,848)	EX-07 (\$53,574-\$70,986-\$88,397)
Social Case Worker Hourly	EX-06 (\$49,605 - \$65,727 - \$81,848)	EX-07 (\$53,574 - \$70,986 - \$88,397)
Social Case Worker Lead	EX-08 (\$57,860 - \$76,665 - \$95,469)	EX-09 (\$62,488 - \$82,797 - \$103,105)
Social Case Worker Senior	EX-07 (\$53,574 - \$70,986 - \$88,397)	EX-08 (\$57,860 - \$76,665 - \$95,469)
Social Case Worker Staff	NE-10 (\$20.47 - \$25.59 - \$30.71)	NE-11 (\$21.70 - \$27.13 - \$32.55)
Social Case Worker Supervisor	EX-10 (\$67,488 - \$89,422 - \$111,355)	EX-11 (\$72,887 - \$96,576 - \$120,264)
Therapist Unlicensed	NE-13 (\$24.38 - \$30.48 - \$36.57)	NE-14 (\$25.34 - \$32.31 -\$39.28)
Therapist Licensed	NE-14 (\$25.34 - \$32.31 -\$39.28)	NE-15 (\$26.86 - \$34.25 - \$41.63)
Therapist Supervisor	EX-09 (\$62,488 - \$82,797 - \$103,105)	EX-10 (\$67,488 - \$89,422 - \$111,355)

The anticipated cost of adjustment is \$43k to bring employees up to the new minimal pay ranges.

Co-Chair Hayes inquired if the bilingual positions are going to influence the grade level for the comparable jobs, Social Case Worker Bilingual versus Social Case Worker. Mr. Wildt responded they will be in the same pay grade however, the bilingual aspect of the job under pay factors aligns to increased responsibility and previous experience and education so people who pass the assessment will receive extra credit in the pay setting. Since the duties are essentially the same it's just the language requirement the grades have been established at the same level.

Assistant City Attorney Bob Wolf further inquired how does this work with regard to the stipend provided to employees who translate. Mr. Wildt responded DHS is currently using the stipend program and that stipend program is slated to continue. The Human Rights and Community Partnerships agency is reviewing language access and is supportive of this initiative. Where the stipend program presents challenges is it optional. If an employee starts working on a bilingual case load and it gets to heavy, they are entitled to a non-bilingual position in the city. By making the bilingual services an essential function of that role we are able to use that as a performance standard. Furthermore, in auditing the stipend we found a position may change, but the stipend moves with the employee. This way we know based on job codes who are providing bilingual services and who are not.

Nicole added the nature of the interpretive work are employees working in a second language all day long with people in incredible crisis like sexual abuse, children being taken out of from homes, it is a different level of skill set of not only being a Social Case Worker but also interprets legal documents, etc. It is a differently level of interpretive services. Nicole reiterated HRCP has been tasked by the Mayor's Office to review how the city is providing language access across the board. This is an area of acute need.

Kathy Nesbitt added Jim McAleer is representing OHR in the current discussions as they relate to the current bilingual stipend program.

Co-chairs Hayes asked if OHR anticipates seeing this in other classification as well? Nicole responded potentially, but this will establish a precedent.

Board member Patricia Barela Rivera asked if this was the first time this has ever been done? Nicole responded yes, it's novel. Board member Barela Rivera stated that is "very smart and it's really thinking ahead and should have been done years ago."

Co-chair Hayes further inquiries if we have left ourselves the ability to withdraw from this approach as well? From a compensation standpoint are we going to try this for two or three years, especially if the question arises with other classifications? Nicole responded certainly DHS will try it out and if it does not work, the employees can easily be shifted to the Social Case Worker classifications and abolish the classifications, there's always an exit.

Co-chair Hayes asked are we saying the difficulty hiring people has some influence on our compensation approach and strategy? Do we need to look at our pay structures? Nicole answered that is what has been driving a lot of the classification studies this year. We may be at market from a data perspective. We have to consider other real-life factors, the data is the data, but that still doesn't help the business. These recommendations are so that DHS can flourish and thrive.

Board Member Michelle Devoe asked if approaching the issues of recruitment and retention in this manner will help fill the vacancies. Nicole believes they will make us more competitive.

Kathy Nesbitt added this certainly makes the city of Denver competitive along with other recruitment strategies, hiring bonuses, etc. the city is working on how to sweeten the deal, but not leading in the industry in any way.

Board member Patricia Barela Rivera asked how are you finding people to recruit in these positions because that is critical?

Josie Berry, Director of CWAPS stated DHS has a large intern program and when recruiting more of the interns stay. Secondly, there is a lot of movement between counties for Social Case Workers and we want to be the most attractive place for them to work. This will help us be more competitive.

Board member Michelle Devoe made a motion, which was seconded by Board Member Patricia Barela Rivera, to approve Classification Notice No. 1742, which was unanimously approved by the Board.

#### 6. Classification Notice No. 1743 – 911 Emergency Communication Technicians/Dispatchers

Susan O'Neil, Senior Classification & Compensation Analyst, presented Classification Notice No.1743 to the board.

The Department of Safety 911 Communication Center requested an urgent market review of its 911 series of Emergency Communication Technicians, Dispatch Support Specialist, Police Dispatchers, and Emergency Communication Supervisors. This classification has sustained significant market pressures due to competitiveness or recruiting as well as the complexity and stress of the duties. The turnover rate for these classifications in 2022 year to date is 25.15%, and the 911 Communication Center is struggling to operate with a 21.6% vacancy rate.

Thirty four of the 911 Emergency Communications Technician's, twenty of the 911 Police Dispatcher, and four of the 911 Emergency Communication Supervisors will move to minimum pay range having a budget impact of \$96,424.41.

The following pay grade changes and new classifications have been proposed.

#### PAY GRADE CHANGES

<u>Current Classification Title</u>	<u>Current Pay Grade/Range</u>	<u>Proposed Pay Grade/Range</u>
911 Emergency Communication Technician	NE-10 (\$20.47-\$25.59-\$30.71)	NE-13 (\$24.38-\$30.48-\$36.57)
911 Emergency Communication Technician Lead	NE-11 (\$21.70-\$27.13-\$32.55)	NE-14 (\$25.34-\$32.31-\$39.28)
911 Dispatch Support Specialist	NE-12 (\$23.00-\$28.75-\$34.50)	NE-15 (\$26.86-\$34.25-\$41.63)
911 Police Dispatcher	NE-13 (\$24.38-\$30.48-\$36.57)	NE-16 (\$28.47-\$36.30-\$44.13)
911 Police Dispatcher Lead	NE-14 (\$25.34-\$32.31-\$39.28)	NE-17 (\$30.18-\$38.48-\$46.78)
911 Emergency Communication Supervisor	EX-09 (\$62,488-\$89,421-\$103,105)	EX-11 (\$72,887-\$96,575-\$120,264)

Board member Patricia Barela Rivera made a motion, which was seconded by Board Member Michelle Devoe, to approve Classification Notice No. 1743, which was unanimously approved by the Board.

7. Classification Notice No. 1744 – City Council Aides

Blair Malloy, Senior Classification & Compensation Analyst, presented Classification Notice No.1744 to the board.

Denver City Council requested the Office of Human Resources conduct a study to review the pay grades of the City Council Aide and the City Council Aide Senior classification series to ensure competitive pay ranges. Based on data from a custom survey, it is recommended to raise the pay grades for the City Council Aide and City Council Aide Senior classifications by one pay grade.

The budget impact of one employee moved to the minimum pay range is \$56.74.

The following pay grade changes and new classifications have been proposed.

**PAY GRADE CHANGES**

<u>Classification Title</u>	<u>Current Pay Grade/Range</u>	<u>Proposed Pay Grade/Range</u>
City Council Aide	EX-06 (\$49,605-65,727-81,848)	EX-07 (\$53,574-70,985-88,397)
City Council Aide Senior	EX-09 (\$62,488-82,797-103,105)	EX-10 (\$67,488-89,421-111,355)

Board member Patricia Barela Rivera asked if every city council member has one City Council Aide and one City Council Aide Senior? Ms. Malloy responded it depends on the city council member and their preference. Bonita Roznos Executive Director for City Council added there are thirteen city council offices and eleven out of the thirteen have three aides and the remaining two have two aides.

Board member Patricia Barela Rivera asked when there is a new councilmember in an office do the City Council Aides stay with that office? Ms. Roznos stated city council is developing a program that has a pool of aides incoming council members can select from of those employees who wish to stay. They are at will positions so the employee does not have to stay.

Board member Patricia Barela Rivera asked what the rationale for a member to have two versus three aides. Ms. Roznos responded it is at the discretion of the council member and what is going on in their respective communities.

Board member Michelle Devoe made a motion, which was seconded by Board Member Patricia Barela Rivera, to approve Classification Notice No. 1744, which was unanimously approved by the Board.

8. Classification Notice No. 1745 – Environmental Public Health Technicians

Blair Malloy, Senior Classification & Compensation Analyst, presented Classification Notice No.1745 to the board.

The Denver Department of Public Health & Environment has requested a new class series to perform technical and administrative environmental and public health work within the department. This new series will allow a simpler career path, eliminate standalone classifications, provide management with flexibility in assigning work, and is aligned to market data.

The following proposals were made to the board.

## NEW CLASSIFICATIONS

### Proposed Classification Title

Environmental Public Health Technician I  
Environmental Public Health Technician II  
Environmental Public Health Technician III  
Environmental Public Health Technician Supervisor

### Proposed Pay Grade/Range

NE-09 (\$19.31-24.14-28.97)  
NE-11 (\$21.70-27.13-32.55)  
NE-13 (\$24.38-30.48-36.57)  
EX-08 (\$57,860-76,664-95,469)

## PAY GRADE CHANGES

### Current Classification Title

Veterinary Technician Apprentice  
Veterinary Technician Non-Certified  
Veterinary Technician Certified

### Current Pay Grade/Range

NE-05 (\$15.87-19.84-23.81)  
NE-08 (\$18.22-22.78-27.33)  
NE-10 (\$20.47-25.59-30.71)

### Proposed Pay Grade/Range

NE-06 (\$16.22-20.28-24.33)  
NE-13 (\$24.38-30.48-36.57)  
NE-15 (\$26.86-34.25-41.63)

## ABOLISHMENTS

### Current Classification Title

Animal Care Attendant  
Animal Care Supervisor  
Animal Shelter Assistant  
Animal Shelter Administrative Support Supervisor

### Current Pay Grade/Range

NE-06 (\$16.22-20.28-24.33)  
NE-10 (\$20.47-25.59-30.71)  
NE-10 (\$20.47-25.59-30.71)  
EX-05 (\$45,931-60,858-75,786)

*Ten employees will be moved into the new positions with a budget impact of \$37,768.11.*

*Board member Patricia Barela Rivera asked if this includes the employees at the zoo or the employees who handle the horses? Ms. Malloy responded no, those employees fall under the Denver Police Department and this study is for employees at the animal shelter.*

*Co-Chair Hayes recognizes a paygrade going up five levels in two instances, but with the consolidation of at least nine classifications feels this is appropriate and Class and Comp are cleaning up things considerably.*

*Board member Patricia Barela Rivera made a motion, which was seconded by Board Member Michelle Devoe, to approve Classification Notice No. 1745, which was unanimously approved by the Board.*

### 9. Classification Notice No. 1746 – Management-level classifications

*Blair Malloy, Senior Classification & Compensation Analyst, presented Classification Notice No.1746 to the board.*

*Based on a combination of market pressures resulting in hiring at higher rates of pay, increasing upward pay grade compression of subordinate supervisory, individual contributor classifications to their management, and market data all necessitate raising all manager and higher classification and pay plan by one pay grade. After reviewing market data it was determined there is a 10% lag in pay and therefore a proposal of a one pay grade higher adjustment.*

*The physical impact would be two employees who fall below the pay range minimum. There are six hundred and nineteen employees among the classes citywide, there are one hundred and thirteen classifications and one hundred and four are in use. The budget impact is \$16,092.00 for five employees to receive an increase.*

*Nicole piggybacked on to Blair's presentation stating we are continuing to raise the pay grades for classifications that are compressed against the manager's pay grade to add a buffer between management and their employees.*

*Co-Chair Hayes asks if the work that compensation and classification is known by employees that these types of adjustments are being in an effort to keep the city up to market, do the employees know? Nicole stated these adjustments are public posted and included in the Denver Employee's Bulletin.*

*Kathy Nesbitt added in her experience the OHR Class & Comp team is one of the best teams she's seen. She feels the city is competitive and if we are not, we address it.*

*Board member Michelle Devoe made a motion, which was seconded by Board Member Patricia Barela Rivera, to approve Classification Notice No. 1746, which was unanimously approved by the Board.*

10. Public Hearing Notice No. 674 – Rule 13 Annual Revisions for 2023 Merit

*Nicole de Gioia-Keane, Director of Classification & Compensation for OHR, presented Public Hearing Notice No. 674 to the board.*

*Ms. de Gioia-Keane presented rule revisions to Career Service Rule § 13 with regard to the annual merit program. A 4% increase was approved for the Mayor's 2023 annual fiscal budget. One clarification that is important to note for the record is the revision to CSR§ 13-10 sec. A-4 we are striking "in the Career Service" because it is causing confusion. The proposed language to replace the strikethrough is intended to make clear only new city employees hired after September 30<sup>th</sup> are ineligible for receiving the merit increase and not existing internal employees moving between Career Service and non-Career Service agencies. As it is currently written the rule makes it sound like an employee who moves from a merit eligible non-Career Service position after September 30<sup>th</sup> into a Career Service position will be ineligible for merit and that is not the intent. All other strikethroughs and edits are to change last year's references to this year's references. Rule 13-32 on merit increase and merit payment average is changing from 3.02% for 2022 to 4.00% for 2023, the review period is changing from 2022 to 2023 and all remaining edits follow along those lines.*

*Board member Patricia Barela Rivera made a motion, which was seconded by Board Member Michelle Devoe, to approve Public Hearing Notice No. 674, which was unanimously approved by the Board.*

**V. Director's Briefing:** *Kathy Nesbitt informed the board we made an offer to Tara Eckberg who will be filling the Director of Talent Acquisition position and be starting on October 31, 2022. We have also filled all of the HR Business Partner roles. We have successfully held several OHR community meetings, big thank you to Theresa Marchetta and Patti Rowe. We have relaunched our Culture Club Committee and the Employee Engagement Committee who will be looking at the results of the OHR engagement survey and trying to find opportunities. Lastly, Kathy will be sitting on a panel and presenting at HR Leap in DC the week of November 14, 2022. Kathy will provide an update when she returns.*

## **VI. Executive Session:**

*The Board entered their second executive session at 10:10am and returned at 10:59am.*

1. Brent Nicholson vs. Denver Sheriff's Department, Appeal No. 40-20  
*The Career Service Board deferred this case to the next board meeting in November.*
2. Alexandria Newton vs. Denver Sheriff's Department, Appeal No. 48-20  
*The Career Service Board Affirmed the Hearing Officer's Decision, written order to follow.*
3. Lukajic Darko vs. Denver Sheriff's Department, Appeal No. 23-21  
*The Career Service Board Granted the Appellant's Motion To Dismiss with Prejudice.*
4. James Casias vs. Denver Sheriff's Department, Appeal No. 29-21  
*The Career Service Board Affirmed the Hearing Officer's Decision, written order to follow.*
5. Shayne Grannum vs. Denver Sheriff's Department, Appeal No. 46-21  
*The Career Service Board Affirmed the Hearing Officer's Decision, written order to follow.*

**VII. Adjournment:** *Board member Michelle Devoe moved to adjourn the public hearing portion of the meeting. Board member Patricia Barela Rivera second the motion and the board unanimously approved going into their second executive session at 10:10am.*

*Board member Patricia Barela Rivera moved to adjourn the meeting. Board member Michelle Devoe second the motion and the board unanimously approved adjourning the meeting. Adjournment was at 10:59am.*