A Career Service Board Public Hearing has been scheduled regarding the proposed adoption of a revision to Career Service Rule 3-41 - Substitution of Education for Experience.

The scheduled time for the public hearing is Thursday, October 21, 2020 at 9:00 A.M., in the Career Service Hearings Office, First Floor, Webb Municipal Building, 201 West Colfax Avenue, Denver.

If anyone wishes to submit written comments or talk to OHR staff regarding this notice, please contact:

George Branchaud  
Administrator  
Office of Human Resources  
(720) 913-5650  
george.branchaud@denvergov.org

Comments regarding this notice should be submitted no later than 12:00 P.M. on Monday, October 18, 2021.

If anyone wishes to address the Board regarding this notice, please contact George Branchaud at (720) 913-5650 or at george.branchaud@denvergov.org no later than 12:00 P.M. on Wednesday, October 20, 2021 to get on the agenda.

You are encouraged to submit written comments regarding the subject matter of your testimony at this time so that the Board has time to adequately consider your input.
TO: Appointing Authorities, Managers, and Employees  
FROM: Rory McLuster & Cindy Bishop, Co-Interim OHR Executive Directors  
DATE: Friday, October 8, 2021  
SUBJECT: Proposed adoption of a revision to Career Service Rule 3-41 - Substitution of Experience for Education

THIS PROPOSED REVISION TO THE CAREER SERVICE RULES IS BEING POSTED FOR PUBLIC COMMENT AND HEARING TO BE HELD ON:

October 21, 2021, at 9:00 A.M.

<table>
<thead>
<tr>
<th>CURRENT RULE</th>
<th>REVISED RULE</th>
<th>RULE NUMBER</th>
<th>REVISION INTENTION &amp; IMPACT</th>
</tr>
</thead>
<tbody>
<tr>
<td>3-41 Substitution of Experience for Education</td>
<td>3-41 Substitution of Experience for Education</td>
<td>3-41 A.</td>
<td>Change the Education/Experience statement for all manager level classifications across the city to allow for a 1:1 Education/Equivalency, in place of the current 2:1 Education/Experience equivalency.</td>
</tr>
<tr>
<td>The City recognizes that there are occasions when people gain valuable experience for which the appropriate type and level of experience can be equivalent to formal education achieved or completed. Therefore, one year of the appropriate type and level of experience may be substituted for each required year of post-high school education for all classifications, subject to the limitations below:</td>
<td>The City recognizes that there are occasions when people gain valuable experience for which the appropriate type and level of experience can be equivalent to formal education achieved or completed. Therefore, one year of the appropriate type and level of experience may be substituted for each required year of post-high school education for all classifications, subject to the limitations below:</td>
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<tr>
<td>A. Two years of the appropriate type and level of experience may be substituted for each required year of post-high school education for all classifications at or above the type and level of a first-level manager, such as the classification title of “Manager.”</td>
<td>A. Two years of the appropriate type and level of experience may be substituted for each required year of post-high school education for all classifications at or above the type and level of a director, such as the classification title of “Director.”</td>
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</tr>
</tbody>
</table>
9-41 Substitution of Experience for Education

The City recognizes that there are occasions when people gain valuable experience for which the appropriate type and level of experience can be equivalent to formal education achieved or completed. Therefore, one year of the appropriate type and level of experience may be substituted for each required year of post-high school education for all classifications, subject to the limitations below:

A. Two years of the appropriate type and level of experience may be substituted for each required year of post-high school education for all classifications at or above the type and level of a director, first-level manager, such as the classification title of “Director” “Manager.”