

Career Service Rule Section 2-20 B. - Adoption, Amendment or Repeal of Career Service Rules (“Rules”). When the Board or the OHR Executive Director determines that a change in the Rules is necessary or desirable, the procedure shall be as follows: ... 2) The proposed rule change shall be posted on the same bulletin boards as the local, state, and federal-mandated posters, as well as the Career Service Board’s internet page, and made available to appointing authorities, employees, and the general public for comments and suggestions. A short summary of the proposed rule change and the reason(s) for the proposed change shall be posted with the proposed rule change... 4) A public hearing on the proposed rule change shall be held by the Board.

**PLEASE POST ON ALL BULLETIN BOARDS AS SOON  
AS POSSIBLE**

Public Hearing Notice - No. 654

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](mailto: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](mailto: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.

**PLEASE POST ON ALL BULLETIN BOARDS**  
**AS SOON AS POSSIBLE**

**RULE REVISION PROPOSAL 73D**

**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.**

CURRENT RULE	REVISED RULE	RULE NUMBER	REVISION INTENTION & IMPACT
<p>3-41 Substitution of Experience for Education</p> <p>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:</p> <p>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."</p>	<p>3-41 Substitution of Experience for Education</p> <p>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:</p> <p>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 "<b><i>Director.</i></b>"</p>	<p>3-41 A.</p>	<p>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.</p>

DELETIONS ARE INDICATED BY ~~strike through~~ AND ADDITIONS ARE INDICATED BY ***bold, italics, and underline.***

#### 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.”~~