



## **Career Service Board Meeting #2431**

### **Minutes**

**Thursday, November 16, 2023, 9:00 am**

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

**Board Attendance:** Ashley Kilroy, Patricia Barela Rivera, June Taylor, Erin Brown, and Michelle Devoe.

- I. Call to Order:** The public meeting was called to order at 9:02am by Erin Brown. Members of the Career Service Board present are listed above. Carla Anthony, Deputy Executive Director, Office of Human Resources standing in for Kathy Nesbitt OHR Executive Director and Bob Wolf, Sr. Assistant City Attorney to the Board, were also present.

#### **A. Approval of the Agenda for the November 16, 2023, Board Meeting.**

Patricia Barela Rivera moved to approve the November 16, 2023 agenda; seconded by Michelle Devoe. The agenda was approved by unanimous consent.

#### **B. Approval of the Minutes for the October 19, 2023, Board Meeting.**

Michelle Devoe moved to accept the October 19, 2023 minutes; seconded by Patricia Barela Rivera. The October 19, 2023 minutes were approved by unanimous consent.

#### **II. Board Comments:**

No Board comments were offered.

#### **III. Public Comments:**

No Public comments were offered.

#### **IV. Public Hearing:**

##### **A. Public Hearing Notice No. 692 – Career Service Rule 9 – Pay Administration**

Kristin Rozansky, OHR Compliance Director, presented proposed revisions to the Board for Rules 9-38 and 9-101. For Rule 9-38, the proposed revisions the OHR Executive Director, rather than the Board, would be able to implement a temporary pay practice under three instances – recruitment and retention difficulties; city-wide emergencies; and if there is a mayoral request. The Executive Director would inform the Board of the practice at the following regular Board meeting and the Board could modify the practice, suspend it or affirm it. For Rule 9-101, the proposed revisions were to delete all references to the December 31, 2023 sunset provision for retention bonuses.

#### **Office of Human Resources**

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*After Board discussion, Ashely Kilroy moved to accept Public Hearing Notice No. 692 Rule 9 – Pay Administration: Rule 9-38 Interim pay practices with the addition of the words “to increase pay” as follows: “**The OHR Executive Director may, on a temporary basis, create or adjust a pay practice for any type of employee (e.g. career service, on-call, etc.), to increase pay, if any of the following conditions exist:...**”; and approve Rule 9-101 as proposed. The motion was seconded by Patricia Barela Rivera and passed unanimously.*

#### **V. Director’s Briefing:**

Carla Anthony, Deputy Executive Director, on behalf of Kathy Nesbitt, Executive Director presented the Director’s Briefing reporting on the status of OHR goals for 2023.

Nicole Kim and Julie Nelson presented an overview of OHR’s Emergent Talent Team’s work.

Ashley Kilroy moved to adjourn the Board’s public session and go into executive session. June Taylor seconded the motion and the motion was passed unanimously. The Board adjourned its public session at 10:18 am.

#### **VI. Executive Session:**

The Executive Session was called to order by Erin Brown at 10:22 am. The Board came out of Executive Session and entered its decisions on appeals as follows:

- **Appeal # A013-22 Paula Schmitt vs Community Planning and Development** - the Board voted to issue an order to show cause as to why the case should not be dismissed with a written order from the Board to follow.
- **Appeal #A002-23A – David Hallman vs. Department of Parks and Recreation** - the Board voted to affirm the hearing officer’s decision with a written order from the Board to follow.
- **Appeal #A034-24 Torrey Thomas vs. Department of Transportation and Infrastructure** - the Board voted to reverse and remand the hearing officer’s decision with a written order from the Board to follow.

#### **VII. Adjournment**

The Board meeting adjourned at 10:59 a.m.