



Career Service Board Meeting #2435

Minutes

Thursday, February 15, 2024, 9:09 a.m.

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

Board Attendance: Co-Chairs Erin Brown and Ashley Kilroy and Board Members Patricia Barela-Rivera, Michelle DeVoe, June Taylor and Robert Wolfe-Assistant City Attorney-Section Supervisor

I. Opening: The public meeting was called to order at 9:05 a.m. by Co-Chair Erin Brown. Members of the Career Service Board were present as listed above. In addition, Kathy Nesbitt, Executive Director of the Office of Human Resources and Bob Wolf, Senior Assistant to the Board were present.

1. Approval of the Agenda for the February 15, 2024, Board Meeting.

Patricia Barela-Rivera moved to approve the February 15, 2024, agenda; it was seconded by Ashley Kilroy. The agenda was approved by unanimous consent.

2. Approval of the Minutes for the January 18, 2024, Board Minutes. Patricia Barela-Rivera moved that the minutes be accepted, seconded by Ashley Kilroy. The December 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:

No public hearings were held.

V. Director's Briefing:

Tara Eckberg - Director, Talent Acquisition and Alyse West, Recruiter and Community Engagement Lead presented on the inaugural 2024 Future Fest- Youth Event

- Purpose of the event is to reach historically marginalized communities who are not usually found in city jobs, highlighting for youth in those communities the job opportunities at the City and County of Denver and to begin addressing the long-term issue around the decreasing workforce as our baby boomer generation begins to retire.
- The event supports the mayor's goal to revitalize the downtown area and create a Vibrant Denver.
- It will be held on April 13, 2024, 10:00 a.m. to 6:00 p.m. in Civic Center Park and is

Office of Human Resources

201 W. Colfax Ave. Dept. 412 | Denver, CO 80202

www.denvergov.org/humanresources

p. 720-913-5751 | f. 720-913-5720

free to the public.

- There will be city agencies present showcasing their services and highlighting opportunities for employment through engaging activities for children and their families. Some of these agencies include DDPHE (vaccine clinic) and the Fire Department (safety activities).
- Community partners, including the Denver Nuggets, the Avalanche, the Mammoth and the Broncos, will be participating with skill clinics.
- There will be a pitch competition through DEDO that will give kids a chance to pitch their business ideas and get feedback from industry leaders.
- The schedule includes, among other things, a parade, a greeting from the mayor, a performing arts showcase and a Be the Change Design Challenge

Kathy Nesbitt, Executive Director of Office of Human Resources provided an update on the following topics:

- Mayor Johnston's Administration Retreat – the Cabinet discussed the Administration's goals and how those will be supported by agencies. Ms. Nesbitt has been asked to participate in one around morale and one around roles and structure. Peak Academy is working with each agency around how they support the mayor's goals.
- 2024 OHR Goals and Support for the Mayor's Goals: Goal Setting: Workday Delay-OHR will be keeping its four goals around Culture, Recruitment, Retention and Technology and is setting up goals under each of those. OHR's Culture, Recruitment and Retention goals fall under the Mayor's Employee Engagement goal and its Technology goal falls under the Mayor's Great Government goal.
 - Culture- (Employee Engagement)-
 - Increase OHR employee engagement by 5% from the 2022 engagement survey.
 - Draft diversity goal in process. Considering one that speaks to more diverse OHR participation in the Leadership Series.
 - Recruitment- (Employee Engagement)
 - Increase OHR employee engagement by 5% from the 2022 engagement survey.
 - Draft diversity goal in process. Considering one that speaks to more diverse OHR participation in the Leadership Series.
 - Retention- (Employee Engagement)
 - Maintain combined voluntary turnover in all Service Team agencies by year-end 2024.
 - Technology- (Great government)
 - Implement on time data dashboards to drive agency decision making by 06/30/2024 to support creating a data driven HR function.
- Class and Comp Audit Update – two projects underway:

- The quadrennially required audit of OHR's annual market analysis regarding prevailing pay and benefits will be presented by Comp Connections to the Board at the Board's March meeting.
- The total rewards study on the city's overall competitiveness compared to the public and private sector will hopefully have an update at the Board's April meeting and will be completed in May or June
- Budget Cuts
 - Mayor announced budget cuts at a recent press conference - the rotation of closure of DMV offices once a week, recreation centers will decrease operating hours from seven days to six days a week and six days to five days. and the scaling down of the use of on-call employees
 - OHR's budget meeting with DOF is going to be on 3/8/24.
- New feature of the 311 Service – allows people to text questions to 311 (HEY311) and also use an AI bot to reduce the call volume to agencies and the 311 center.

Michelle DeVoe moved to adjourn the Board Public Session; Ashley Kilroy seconded the motion. The motion passed unanimously. Session adjourned at 9:40 a.m.

VI. Executive Session:

The Board entered its Executive Session at 9:45 a.m. Michelle DeVoe moved to adjourn Executive session, Ashley Kilroy second the motion. Motion passed unanimously. Executive Session was adjourned at 10:25am.

- **Appeal # A013-22 Paula Schmitt vs Community Planning and Development** - The Board voted to dismiss Paula Schmitt vs Community Planning and Development. Written order to follow.
- **Appeal # A034-24 Thomas, Torrey vs Department of Transportation and Infrastructure** – The Career Service Board reversed and remanded the Hearing Officer's decision at its November 16, 2023, meeting. At its January 18, 2024, meeting the Board reviewed this matter and on January 18th issued its order setting forth deadlines for the parties to file briefs in this matter. The Board voted to reverse the Hearing Officer and remands the matter back to the Hearing Officer for further proceedings. Written order to follow.

VII. Pending Appeals:

No pending appeals

VIII. Adjournment

Adjournment of the Career Service Board Public Session was at 9:40 a.m.
Adjournment of the Career Service Board Executive session was at 10:25 a.m.