



Career Service Board Meeting #2440

Minutes

Wednesday, July 31, 2024, 9:00 a.m.

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

(This meeting has been recorded and the recording is available to the public)

Board Attendance: Ashley Kilroy, June Taylor, Michelle DeVoe (via Teams), Jorge Avendaño-Curiel, and Lynnea Hutton

Call to Order: The public meeting was called to order at 9:00 a.m. by Ashley Kilroy. Members of the Career Service Board present are listed above and constituted a quorum. Carla Anthony, Deputy Director of the Office of Human Resources, and Bob Wolf, Assistant City Attorney Section Supervisor, were also present.

I. Agenda/Minutes

A. Approval of the Agenda for the July 31, 2024 - Board Meeting

June Taylor moved to approve the July Agenda; Michelle DeVoe seconded. The motion was approved by unanimous consent. New Board members abstained due to being newly appointed to the board.

B. Approval of the Minutes for the June 18, 2024 - Board Meeting

June Taylor moved to approve the June 18, 2024, Minutes; Michelle DeVoe seconded. The motion was approved by unanimous consent with new Board members abstaining.

C. Welcome to newly appointed Board Members - Ashley Kilroy welcomed newly appointed Board members: Jorge Avendaño-Curiel and Lynnea Hutton. Each Board member introduced themselves and shared their backgrounds. All Board members welcomed the new Board members.

1. Lynnea Hutton - Works with the University of Colorado Foundation in the role of Vice President of People and Culture. She has an extensive professional background and is looking forward to working with the city as a Board member.
2. Jorge Avendaño -Curiel- Works as the Chief Diversity, Equity, Inclusion and Belonging Officer for Denver Health. He has a background working in diversity, primarily in the healthcare industry.

II. Board Comments

Ashley Kilroy stated that the next Board meeting is in two weeks on August 15 and will need to occur given that Nicole de Gioia-Keane must present the Annual Pay Adjustment Report, Part 2.

III. Public Comments

No public comments.

IV. Public Hearing

- A. Public Hearing Notice 693: 2025 Employee Health Insurance Recommendations presented by Heather Britton, Director of Benefits, Wellness, and Leave:

(Note: The PowerPoint presentation for this portion of the Board meeting may be found in the official record of the Board packet, which is available to the public)

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Ms. Britton reviewed the process for reviewing and approving any proposed change to employee benefits. She explained that the OHR Executive Director receives recommendations on the benefits from the employee health insurance committee and the Career Service Board holds a public hearing to receive comments on those recommendations. After this public hearing the Mayor and City Council decide whether to approve, modify or reject those recommendations.

In summary, the changes to the 2025 medical plans include an increase in the deductibles and out-of-pocket maximums for HDHP plans, premium increases and the reintroduction of the Denver Health and Hospital Authority as a tier one medical plan option. There will be a total of five medical plan options offered by United Health and Kaiser Permanente. Ms. Britton outlined the premiums for the Denver Health Plan. For the high deductible health plans, she outlined the four key points an employee needs to know about a high deductible health plan; the changes to the HDHP health plans (both for the deductibles and the out-of-pocket maximums), the 2025 premiums for those plans and the contributions to the health savings accounts. For the deductible HMO plans, she explained the requirements for participants; the five key points an employee needs to know about deductible HMO plans; and the 2025 premiums for those plans. She then demonstrated the cost differences between the UHC HDHP, UHC DHMO and UHC Denver Health plans and how City's Wellness Incentive impacted the various HDHP and DHMO plans.

Ms. Britton provided information on the increase in dental premiums for 2025 and explained the benefits under those plans would remain the same. Finally, she explained that there was a rate increase for the life insurance, the employer-paid disability insurance rates decreased, and the employee paid vision plan was enhanced to include a larger frame and lens benefit.

Throughout the presentation, Board members asked various questions including requesting a brief review for the new board members of the recently completed survey of pay, benefits and what the outcome was from the third-party vendor; do we have projections on what will be the participation in 2025 in the Denver Health Plan given that previously there was low participation in that plan; how many City employees actually live within the City and County of Denver; and where can employees get additional information on the HSA and the benefits associated with that benefit.

V. Executive Director's Briefing

A. Talent Acquisition Overview – Tara Eckberg, Director of Talent Acquisition

(Note: The PowerPoint presentation for this portion of the Board meeting may be found in the official Board packet, which is available to the public)

Ms. Eckberg presented an overview of the Talent Acquisition Division beginning with its organizational chart, an outline of the three teams within the Division (Recruiting, Operations and the Emerging Talent/Community Engagement) and their overall responsibilities and key initiatives/programs. She summarized the Division's goals within the context of OHR's three goals of culture, recruitment/retention, and technology and innovation. Within each of those goals, she provided a status update for the goals as of July 2024.

During the presentation Board members asked questions including whether the Emerging Talent team had looked at partnering with the Department of Safety; how/whether there is a circling back to candidates who were not moving on in a recruiting process; whether, in an effort to increase diversity, the Recruiting Team was reaching out to HBCUs and various community organizations; how are we measuring diversity in the area of recruiting; whether the City has gone through a diversity audit to learn where those implicit biases are located; and whether there has been bias training for hiring managers.

B. Benefits, Wellness, and Leave Overview – Heather Britton, Director of Benefits, Wellness and Leave

(Note: The PowerPoint presentation for this portion of the Board meeting may be found in the official Board packet, which is available to the public)

Ms. Britton presented an overview of the three teams (Leave, Benefits, and Wellness) reporting to her along with a Pension Administrator and Senior Benefits Analyst. She covered the members of each team, the scope of their respective authority, their areas of focus and key projects on which they are working, and the

Division's goals within the context of OHR's three 2024 goals of culture, recruitment/retention, and technology and innovation and the status of those goals with her division.

During the presentation Board members asked questions including whether Care Bank is available for both those employees on PTO and those who receive Sick Leave; with regards to the audit, the status of addressing the audit recommendations; whether there is discussion around having a center of excellence for the LGBTQ+ community, especially the transgender community; and whether United Health has a center of excellence for walking employees through transgender processes.

C. OHR Update – Carla Anthony, Deputy Executive Director, Office of Human Resources

(Note: The PowerPoint presentation for this portion of the Board meeting may be found in the official Board packet, which is available to the public)

Ms. Anthony started by giving a shout-out to Ms. Britton for her work on including Denver Health as a medical plan option. She then provided the status of various items for the Board members. For collective bargaining, the voters will decide in November whether the Charter should be amended to include collective bargaining thereby allowing city employees to form collective bargaining units, allowing city employees a right to strike unless the mayor determines it impedes health, safety, or public welfare, providing for the formation of five units within the first five years after passage of the amendment for agencies under the mayor and any of the independent agencies.

Ms. Anthony outlined highlights of the Mayor's State of the City address including encouraging citizens to commit to five hours of volunteer work a month; the work that has been done on the migrant crises and the housing of 1600 unhoused people.

Ms. Anthony informed the Board that the RFP for the City Spirit Picnic resulted in two applicants, both of whom exceeded OHR's budget. The event will be held at the Denver Zoo at a lower cost.

Ms. Anthony directed the Board to a memo included in their packet regarding interim classification changes which had been approved by Ms. Nesbitt. Those changes will go to City Council next week for ratification and do not require a Board vote but are provided for Board members' review.

VII. Executive Session

The Board discussed a personnel matter and discussed three pending appeals.

VIII. Pending Appeals

- A.** Ament, Debbie v. Denver Human Services - Appeal No. A051-23 – At its July 31, 2024, Board meeting, the Board directed that an Order to Show Cause be issued. Order to Show Cause issued on July 31, 2024.
- B.** Candace Hill v. Denver Sheriff - Appeal No. A037-23 – At its July 31, 2024, Board meeting, the Board directed that the Motion to Dismiss be granted. Order granting the motion is pending.
- C.** Courtney Brown v. Denver Sheriff - Appeal No. A035-23 – At its July 31, 2024, Board meeting, the Board affirmed the Hearing Officer's Decision of November 6, 2023. Order affirming the decision is pending.

IX. Adjournment

Adjournment of the Public Session of the Career Service Board meeting was at 10:41 a.m. June Taylor moved to adjourn the Public Session of the Career Service Board meeting; Ashley Kilroy seconded. The motion was approved by unanimous consent. The Executive Session of the Career Service Board was called to order at 10:32. Adjournment of the Executive Session of the Career Service Board was at 11:15 a.m. June Taylor moved to adjourn the Executive Session of the Career Service Board; Ashley Kilroy seconded. The motion carried by unanimous consent.