



Career Service Board  
Meeting #2455  
Minutes

Thursday, September 18, 2025, 9:00 a.m.  
201 W. Colfax Ave, First Floor, Career Service Hearing Office

(A recording of this meeting is available to the public)

Board Attendance: Ashley Kilroy, Michelle DeVoe, June Taylor, Jorge Avendaño-Curiel, and Lynnea Hutton, Board Members; Bob Wolf, Assistant City Attorney Section Supervisor, Kathy Nesbitt, Executive Director of Office of Human Resources.

Call to Order: The public meeting was called to order at 9:03 a.m. by Ashley Kilroy.

I. Agenda/Minutes

- A. Approval of the Agenda for the September 18, 2025 Board Meeting  
*Michelle DeVoe moved to approve the agenda; Jorge Avendaño-Curiel seconded. The motion was approved by unanimous consent.*
- B. Approval of Minutes for the August 21, 2025 Board Meeting  
*There was no discussion of the August 21, 2025 minutes.*
- C. Co-Chair Election  
*Jorge Avendaño-Curiel moved to nominate June Taylor and Michelle DeVoe as co-chairs; Ashley Kilroy seconded. The motion was approved by unanimous consent.*

II. Board Comments

*Ashley Kilroy congratulated Michelle DeVoe and June Taylor on their upcoming roles as board co-chairs. She acknowledged Ms. Taylor for having already been co-chair for the previous year and thanked Ms. DeVoe for taking time to begin serving as co-chair. Ms. Taylor then thanked Ms. Kilroy for her service as co-chair for the past two years.*

III. Public Comments

*Jeremy Hamer, Engineer-Architect from the Department of Transportation and Infrastructure, said he believed the board misunderstood the comments he made at the August meeting when he suggested they take more time to solicit feedback regarding rule changes. Mr. Hamer said the board's decision to continue their discussion of Rule 9 missed the point because they did not request additional feedback from staff. He noted that out of the 20 meeting attendees, he was the only one that was not a member of the board or the Office of Human Resources. Mr. Hamer asked the board to be more transparent in their rule change process moving forward.*

*Ms. Kilroy asked Bob Wolf, Assistant City Attorney Section Supervisor from the City Attorney's Office, if the proper posting procedure was followed with regard to Rule 9. Mr. Wolf responded that, as far as he knew, the proper procedure was followed.*

*Ms. Kilroy asked Kathy Nesbitt, Executive Director of the Office of Human Resources, if she had any comments. Ms. Nesbitt said she disagreed with Mr. Hamer and said they follow a public process and that rule changes are shared broadly across the employee base. She noted that any interested employee may attend the meetings or contact the board's email address to share their feedback. She also said she*

*appreciated that the board extended their decision on Rule 9 to allow them the opportunity to review the changes and come back to share their thoughts.*

*Mr. Hamer indicated that he also had additional comments. Ms. Kilroy said they could continue the discussion after the meeting.*

#### IV. Public Hearing

##### A. Continuation of Career Service Rule 9: Pay Administration

*Ms. Kilroy asked if Blair Malloy, HR Classification and Compensation Supervisor with the Office of Human Resources, had anything to add regarding changes to Rule 9. Ms. Malloy indicated that she did not.*

*Ms. Kilroy noted that during the August 21 meeting, the board had requested the omission of Rule 9-71 which states that a five-day, forty-hour work week should be the city's standard work schedule.*

*Ms. Kilroy asked the board members to take a few moments to review Rule 9 before continuing with the public hearing.*

*She also asked if Mr. Hamer had any additional comments pertaining specifically to Rule 9. Mr. Hamer indicated that he did not.*

*Ms. DeVoe moved to approve the proposed changes to Rule 9 with the omission of 9-71 regarding the standard work week. The motion was approved by unanimous consent.*

#### V. Executive Director's Briefing

##### A. OHR Update –Kathy Nesbitt, Executive Director, Office of Human Resources

*Ms. Nesbitt informed the board that the city has moved forward with their layoff plan and all affected employees have been notified. She said they are now in the process of managing severance agreements and appeals.*

*Ms. Nesbitt invited Jack Davies, Senior HR Director from the Office of Human Resources, to share the following data related to the recent layoffs:*

- Of 173 severance agreements, 102 signed agreements have been returned from employees (59%). Employees over the age of 40 still have until October 2 or 3 – depending on the date they received notification of their layoff – to return their signed agreement.*
- The Career Service Hearing Office has received 10 appeals related to layoffs. Ms. Nesbitt noted that two of those appeals are from employees of the Office of Human Resources.*

*Ms. Nesbitt told the board that the mayor has released the 2026 budget and she is waiting to see if the City Council will request any changes. She also said that she had participated in the recent all-employee town hall in which the mayor shared the upcoming budget.*

*Ms. Nesbitt said that the City Spirit employee appreciation event will not occur this year because the money previously allocated to it was reappropriated to laid off employees.*

*In conclusion, Ms. Nesbitt recommended that the October Career Service Board meeting be canceled because she and Heather Britton, HR Benefits and Wellness Director and interim Deputy Director of the Office of Human Resources, will be absent. The board agreed to the cancelation.*

#### VII. Executive Session

*The board went into executive session at 9:22 a.m. to discuss personnel matters, including the following case:*

*Andrews, Bridget vs. Denver Sheriff Department, A031-24A – The Career Service Board voted to approve the written order which shows cause as to why the case should not be dismissed.*

*Executive Session ended at 9:47 a.m.*

#### VIII. Pending Appeals

#### IX. Adjournment

*The Career Service Board meeting adjourned at 9:49 a.m.*