



Career Service Board

Meeting #2460

Minutes

Thursday, February 19, 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: Michelle DeVoe, June Taylor, Jorge Avendaño-Curiel, and Ashley Kilroy, Board Members; Bob Wolf, Assistant City Attorney Section Supervisor; Kathy Nesbitt, Executive Director of Office of Human Resources. Absent: Lynnea Hutton

Call to Order: The public meeting was called to order at 9:06 a.m. by Michelle DeVoe.

I. Agenda/Minutes

- A. Approval of the Agenda for the February 19, 2026 Board Meeting
Jorge Avendaño-Curiel moved to approve the agenda; Ashley Kilroy seconded. The agenda was approved by unanimous consent.
- B. Approval of Minutes for the January 15, 2025 Board Meeting
Jorge Avendaño-Curiel moved to approve the agenda; Ashley Kilroy seconded. The agenda was approved by unanimous consent.

II. Board Comments

Michelle DeVoe announced that June Taylor would be stepping down as co-chair and that Jorge Avendaño-Curiel would be taking on the role.

Kathy Nesbitt, Executive Director of the Office of Human Resources (OHR), thanked Ms. Taylor for her service.

III. Public Comments

IV. Public Hearing

- A. Rule 3 Revisions – Tara Eckberg, Director of Talent Acquisition

Ms. Eckberg introduced Zach Ortner, OHR Talent Acquisition Supervisor, to assist in presenting the proposed changes to rule 3.

Mr. Ortner said they took a holistic view of the rule and used multiple focus groups to inform the proposed changes. The purpose of the changes are to ensure the city's hiring practices and policies are competitive and that they attract the most qualified, diverse talent.

Ms. Eckberg said the proposed changes clarify definitions and common areas of confusion while updating substitutions for education, reasons for disqualification and pre-employment assessments.

She also explained each change and its purpose. She added that other changes are being considered for the future.

Ashley Kilroy moved to approve the agenda; Jorge Avendaño-Curiel seconded. The proposed changes to rule 3 were approved by unanimous consent.

V. Executive Director's Briefing

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

Ms. Nesbitt introduced Amy King, Deputy Director of the OHR and Marisa Pacheco, Director of Classification and Compensation to the board.

Ms. Nesbitt also informed the board that OHR had held its 2026 kickoff event where each division was recognized for 2025 successes.

Ms. Nesbitt let the board know that OHR's Equity, Diversity and Inclusion (EDI) team has been relaunched and will be led by Marisa Pacheco.

She also explained OHR's new strategic priorities through 2028: Process Optimization, Accountability, Collective bargaining and Culture and wellness.

She said OHR's new credo: "We cultivate a culture where collaboration fuels innovation, trust builds resilience, respect honors individuality and ownership propels growth" will guide the agency's actions.

Ms. Nesbitt discussed the mayor's initiatives and said she serves on a tiger team associated with his Team Denver goal. The purpose of this goal is to ensure employees feel heard, experience open and honest dialogue, see their contributions recognized and value their work experience. As a result, the mayor anticipates at least a 70% favorability score on the biannual employee engagement survey.

VII. Executive Session

The board went into executive session at 9:57 a.m. for a Career Service Hearing Office discussion and to consider personnel matters, including the following case:

Appeal of Dionne Warren, No. 019-24S – The board voted to affirm the hearing officer's decision with a written order to follow.

VIII. Pending Appeals

IX. Adjournment

The meeting was adjourned at 10:58 a.m.

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