

Public Hearing Notice – No. 704
PLEASE POST ON ALL OFFICIAL PUBLIC INFORMATION
PLATFORMS AS SOON AS POSSIBLE.



Career Service Rule Section 2-20 B. - Adoption, Amendment or Repeal of Career Service Rules

When the Board or the OHR Executive Director determines that a change in the Rules is necessary or desirable, the procedure shall be as follows: ... 2) The proposed rule change shall be posted on the same bulletin boards as the local, state, and federal-mandated posters, as well as the Career Service Board's internet page, and made available to appointing authorities, employees, and the general public for comments and suggestions. A short summary of the proposed rule change and the reason(s) for the proposed change shall be posted with the proposed rule change... 4) A public hearing on the proposed rule change shall be held by the Board.

A Career Service Board Public Hearing has been scheduled regarding the proposed revisions to Career Service Rule 9.

The hearing will take place on Thursday, May 21, 2026, at 9:00 a.m. in the Career Service Hearings Office, located on the First Floor of the Wellington E. Webb Municipal Office Building, 201 W. Colfax Ave., Denver, Colorado.

If you would like to submit written comments or speak with Office of Human Resources (OHR) staff regarding this notice, please contact:

Career Service Board, City and County of Denver
c/o Sheilla Thomas
Phone: (720) 337-6181
Email: Sheilla.Thomas@denvergov.org

Employees are strongly encouraged to submit written comments on the proposed rule changes. This allows the Board to review feedback in advance of the hearing. Comments must be submitted by **12:00 p.m., Friday, May 15, 2026.**

To speak at the hearing, please email the Career Service Board at CareerServiceBoard@denvergov.org no later than **12:00 p.m., Friday, May 15, 2026** to be added to the agenda. Individuals who plan to speak are also encouraged to submit written comments in advance to ensure the Board has sufficient time to consider their input.

Rule Revision Proposal 102D
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TO: Appointing Authorities, Managers, and Employees
FROM: Kathy Nesbitt, OHR Executive Director
DATE: May 8, 2026
SUBJECT: Proposed Revisions to Career Service Rule 9

THE FOLLOWING PROPOSED REVISIONS TO THE CAREER SERVICE RULES ARE BEING POSTED FOR PUBLIC COMMENT AND HEARING TO BE HELD ON

Thursday, May 21, 2026, 9:00 a.m.
Wellington E. Webb Municipal Office Building, Career Service Hearings Office

SUMMARY AND IMPACT OF PROPOSED RULE REVISIONS

In August 2024, an interim pay practice was approved for skilled trades and facilities maintenance employees supporting shelter operations within the Department of General Services. This shift differential has demonstrated effectiveness in enhancing recruitment, retention and team morale for these critical roles. The proposed rule revision creates a new rule to formalize this pay practice within the Career Service Rules, thereby authorizing its continued application.

PROPOSED RULE REVISIONS

Deletions are indicated by ~~strikethrough~~. Additions are indicated in **red bold, italics and underline**.

9-58 Shelter Facilities Differential

- A. Facilities maintenance employees assigned to the Department of General Services Shelter Support team shall receive a Shelter Facilities Differential if the following conditions are met for the duration of the assignment:**
- 1. The employee works in a non-exempt, Maintenance and Trades job family classification, and**
 - 2. The employee performs their core functions of their classification within a city-owned shelter facility.**
 - a. This could pertain to all, or only some of an employee's hours worked.**
- B. The list of eligible facilities, the tracking and hours worked in a Shelter Facility, and the application of the differential in Workday is the responsibility of the Department of General Services.**
- C. Eligible employees shall be paid a 12% hourly differential for eligible hours worked.**