



DENVER
THE MILE HIGH CITY

Career Service Authority

Denver's Human Resource Agency

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Career Service Authority Board Meeting #2099

Minutes

Thursday, June 19, 2008

9:00 A.M.

Webb Municipal Building

201 W. Colfax, Fourth Floor, Room 4.F.6 and 4.G.2

Luis Toro (Co-Chair)
Tom Bonner (Co-Chair)
Felicity O'Herron
Kit Williams
Nita Henry

I. Opening: The Board meeting opened at 9:01 a.m.

A. Approval of the Agenda for the June 19, 2008 Board Meeting

The Board approved unanimously the Agenda for the June 19, 2008 meeting.

B. Approval of the Minutes for the June 5, 2008 Board Meeting

The Board approved the minutes for the June 5, 2008 meeting, with one abstention from Board member Toro who was not present at this meeting.

II. Board Comments:

Board member Bonner commented to the audience and other Board members that the RFP for the Total Compensation Plan study, that is required by City Council, is under review and it will be another four to six weeks before the award is decided on .

III. Director's Briefing: Bruce Backer conducted the Director's Briefing in Jeff Dolan's absence.

Mr. Backer introduced the newly hired Recruitment Supervisor Troy Bettinger. Mr. Bettinger introduced three new staff members in recruitment, Darryle Brown, Kellie Hathaway, and Amy Wayne and explained their roles within recruitment to the Board.

A. 2008 – 2009 Merit Benefit Increase Forecast

Mr. Backer reviewed with the Board the 2008-2009 Merit Pay and Benefits forecast. This forecast has been shared with the Budget and Management Office for planning purposes, and an email was sent to City Council members with this information.

The process started with a review of available forecast pay data from MSEC, World at Work, Federal Government (CPI) which are the best predictors of pay changes. We then asked our benefits broker, IMA, to forecast the 2009 renewals based on standard underwriting methodologies.

The conclusion of this forecast is that the City's current merit plan is very competitive for both 2008 and 2009, and the forecasted increases to the medical plans are significantly higher than the expected increase in the market.

Board member Bonner would like the data details on usage since the increase in the benefit costs are based on usage. Mr. Backer is working with the carriers and plan options. Mr. Backer stated that per the survey results, employees had two concerns at the top of the survey data, the first was cost and the second was choice of provider.

Board member O'Herron asked Mr. Backer if the City is above or below in the costs per the market data. Mr. Backer answered yes, the annual market analysis is competitive, and 98% of our employees are in HMO Plans.

Board member Henry asked if the Budget and Management Office (BMO) creates a forecast along with CSA. Mr. Baker stated that BMO will build the 2009 budget with CSA forecast, which we explained how it was built, and their own forecast.

- B.** The Total Compensation Study Update – Mr. Backer presented the update to the Board.

Mr. Backer briefed the board that eight organizations have responded to the RFP and three finalists were selected for the final interviews scheduled to be conducted on June 19, 2008. The next steps would be to negotiate a contract, secure funding for the study, conduct the analysis and share the results with stakeholders. The estimated completion date is scheduled for Fall 2008.

- C.** Notification to Board that "Proposed rule change for extraordinary events" that was approved to post at last Board meeting will not be posted for Public Hearing.

Board member Toro announced that the Proposed rule change for extraordinary events that was approved for posting at the June 5, 2008 Board meeting was pulled from posting until further notice.

IV. Public Comments:

Richard Sheehan, Sr. Financial Management Analyst, introduced himself to the Career Service Board and informed them that he would be available to the Board at meetings.

V. Approval to Post: None

VI. Public Hearing:

Public Hearing No. 368 - Modify the existing base wage and fringe benefits for the following class of workers of the prevailing wages for: Tile Layer, Marble Mason, and Terrazzo Workers.

Hameed Pousti presented the information to the Board for approval. Board member Bonner asked why this is not covered by the Davis Bacon Act. Mr. Pousti answered that the Davis Bacon Act is for journeyman level only.

The Board approved unanimously Public Hearing 368.

VII. New Cases:

- A. Audra Mestas, Patricia Salazar, Laura Fuentes & Karen Sierra vs. Dept. of Parks and Recreation, Appeal Nos. 64-07, 61-07, 62-07, 67-07. (Agency's Motion for Stay of Hearing officer's Decision).**

The Agency's Motion for Stay in the Mestas case was denied by a 4-1 vote. A written opinion will be forthcoming.

B. Mark Romero vs. Department of Public Safety, Appeal No. 03-08.

This case will be reviewed at the July 3, 2008 Board meeting.

VIII. Pending Cases: None

IX. Executive Session:

The Board went into Executive Session at 9:25 a.m. to discuss new cases and personnel matters.

The Board re-opened the Board Meeting at 10:19 a.m.

X. Adjournment:

The Board adjourned meeting at 10:21 a.m.