



General Government & Finance Committee Summary Minutes

**Wednesday, January 26,
2011**

10:30 AM City & County Building, Room 391

Members Present: Boigon, Brown, Faatz, Lehmann, Robb
Members Absent: Sandoval
Other Council Present: Nevitt

Committee Staff: Debra Bartleson

Bill Requests

BR11-0023

Approves an ordinance to modify the existing list of precincts in the Denver Revised Municipal Code, Section 15-16, in preparation for the 2011 Municipal Election.

Amber McReynolds, Clerk & Recorder's Office-Elections Division

Amber McReynolds, Clerk & Recorder's Office-Elections Division, said the proposed ordinance would update precinct boundaries and establish a new precinct plan for council districts. She indicated that this is not reapportioning Council districts for precincts; rather this proposal is in compliance with Denver code to assure that Council districts are comprised of whole election precincts. When the census is completed in April, the redistricting process will begin. Ms. McReynolds noted they would modify this plan based on changes as a result of that process.

Councilmember Nevitt asked if it is possible for Denver to be split in two congressional districts. Ms. McReynolds said the state can draw boundaries anywhere. The redistricting process follows statutory guidelines, and is also based on caucus timelines. David Broadwell, City Attorney's Office, added there are election chores that need to be completed before Council district lines are redrawn. Denver Charter requires redistricting obligations once every ten years.

The City cannot redistrict prior to the May 2011 elections. The next redistricting would be effective May 2015.

A motion offered by Councilmember Lehmann, duly seconded by Councilmember Robb to file a bill to modify the existing list of precincts in Denver code, carried by the following vote:

AYES: Boigon, Brown, Faatz, Lehmann, Robb, Nevitt (6)

NAYS: (None)

ABSENT: Sandoval (1)

ABSTAIN: (None)

Presentations

Career Service Authority employee survey

Nicole Lucero-Holub, Career Service Authority; Lisa Herrera-Hodges, Career Service Authority; Shelby Hall, Career Service Authority

Jeff Dolan, Career Service Authority, said the 2011 Employee Survey will help to measure job satisfaction, performance, and provides management critical information about the culture of their organization and helps to identify improvement opportunities. Studies have shown that happy employees are more productive, said Mr. Dolan. The survey is not meant to be punitive and it is confidential.

Nicole Lucero, Career Service Authority, said the goal is to increase the participation rate (see attachment). If the 2011 goals are achieved it results in 50% citywide participation. More locations have been added for employees to take the survey and Technology Services will provide computer kiosk locations throughout the City. The survey targets both civilian and uniformed employees.

The survey includes an extra question for City Council to distinguish between an elected official and the employee. Mr. Dolan said that appointees have been asked to participate. Councilmember Faatz asked what the differences are between these questions and prior surveys. Lisa Herrera-Hodges, Career Service Authority, explained that prior questions focused on job satisfaction and demographics. The questions on this survey are focused on the drivers of commitment, such as employee engagement and anticipating back-end results. End results could be anecdotal information or testing theories. One question would include asking if a City employee would recommend someone to work for the City. That type of question is considered a benchmark on how the City is doing and responding to employees. Mr. Dolan added that PTO is an example of a product that was implemented based on feedback from a prior survey which addressed the needs of a new employee demographic. You cannot apply one approach of motivational theories to every situation, stated Mr. Dolan. The data will provide information on the cultural climate and help guide management and the new Administration with change and ideas. Councilmember Boigon added that the

results could be used for the budget cycle.

Mr. Dolan indicated that various forms of communications have been sent to employees to encourage participation and CSA has 35 HR professionals in the field to engage and inform employees about it.

Councilmember Nevitt noted that the City is currently undergoing a lot of changes, including implementation of the new employee performance process and asked if CSA is confident in reaching its participation goals. He is more interested in the final analysis and employee engagement. CSA is not tied to a particular time period for this analysis and the new employee performance process should not impact participation, and the data should be ready for the budget period, said Mr. Dolan.

Councilmember Faatz asked when the health insurance audit is to begin. Mr. Dolan said the dependent care audit begins February 7. She noted that these activities may also add another layer of unhappiness from employees. She suggested that corporate sponsors of the city should be asked to provide coupons to employees as a gift for the time they spent on filling out the survey. Mr. Dolan said that is a good idea and that CSA will come back to Committee to present the final data.