



# Denver Civil Service Appeals Process

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# Grounds for an Appeal

**Alleges a violation of the Career Service Rules, the City Charter, ordinances relating to the Career Service, Executive Orders, or written agency policies which negatively impacted the employee's pay, benefits or status (Rule 19.20.B.1.a)**



# Layoff Criteria

Factor	Range
Performance History	10% to 35%
Skills	10% to 35%
Abilities	10% to 35%
Length of Service	25%



# The Challenge - Opaque Scoring

How is each lay-off unit weighing the criteria?

What skills and abilities are deemed relevant?

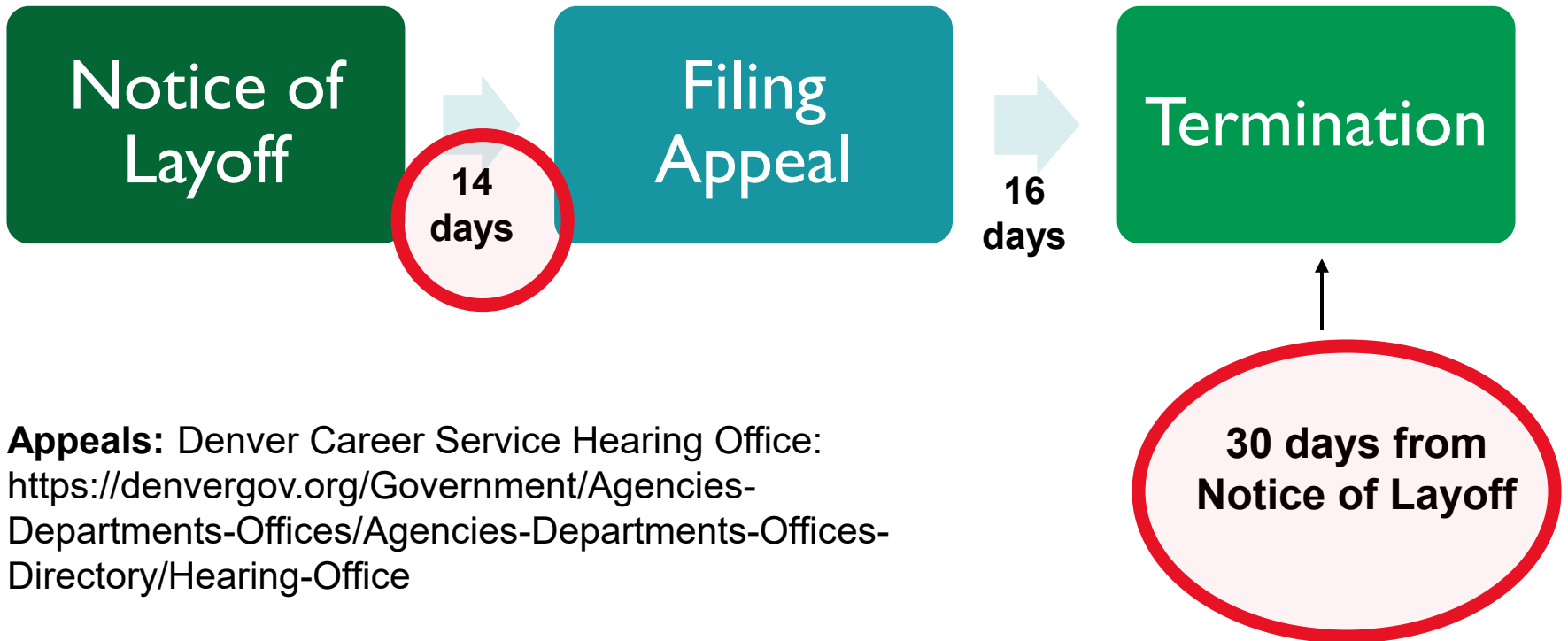
How are skills and abilities assessed?

Is the employee notified of their score how it was determined?

Were assessments discussed?



# Filing An Appeal



**Appeals:** Denver Career Service Hearing Office:  
<https://denvergov.org/Government/Agencies-Departments-Offices/Agencies-Departments-Offices-Directory/Hearing-Office>

**Hearing Appeals Form:**  
<https://denvergov.tfaforms.net/4657003>



# Denver Appeals Timeline

