

DENVER BOARD OF WATER COMMISSIONERS

Meeting Date: June 25, 2014

Board Item: II-A-6

**Personnel Policies Changes  
Regarding Promotion Pay**

Action by Consent

Action

Information

Recommended Changes to Promotion Pay policy.

The purpose for these recommended changes is to better define various changes in job status, including promotions, demotions, and lateral moves. The policies currently define those job status changes in terms of movement between *pay grades*. Since certain pay grades are higher or lower than others as a result of differences in market movement, an employee who moves from one to another may be considered demoted or promoted when that is not the intent of the move.

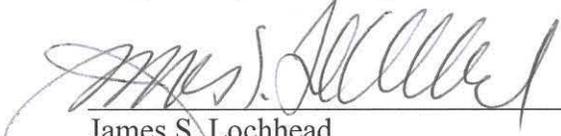
It is recommended that a "promotion" be defined as an employee's movement from a job in which the differential between the midpoint of the current pay grade and the midpoint of the new higher pay grade is greater than 5%. A "demotion" would be defined as an employee's movement from a job in which the differential between the midpoint of the current pay grade and the midpoint of the new lower pay grade is more than 5%.

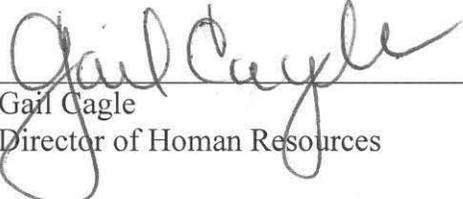
The amendments also clarify that an employee who is the successful bidder into a position in a lateral or lower pay grade does not automatically receive a pay increase.

**Approvals:**

Respectfully submitted,

  
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Patricia Wells  
General Counsel

  
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James S. Lochhead  
CEO/Manager

  
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Gail Cagle  
Director of Human Resources