

DENVER BOARD OF WATER COMMISSIONERS

Meeting Date: January 11, 2012

Board Item: V-B-1

Personnel Policy Revisions to Chapters 11, 12, and 14

Action by Consent

Action

Information

Changes to Denver Water's compensation system require revisions to the following chapters of the Personnel Policies:

Chapter 11 – Corrective Actions

11-2-(1) (k) Failure of a supervisor to take appropriate steps to correct an employee's performance or behavior when necessary, or failure to fully engage in the employee performance evaluation process, to complete evaluations in a timely manner, or to implement pay-for-performance fairly and consistently.

Chapter 12 – Employee Pay

This chapter revision includes changes to reflect the new pay plan in the following sections: Employee Pay Policy, How Pay Increases Are Determined, and Miscellaneous Pay Provisions.

Changes in the Miscellaneous Pay provisions address the percentage change in pay upon an employee's successful bid to a higher pay grade.

Another change is to the Pay After Job Audit provision which allows an immediate 5% pay adjustment for employees who are reclassified instead of the current 6 month waiting period.

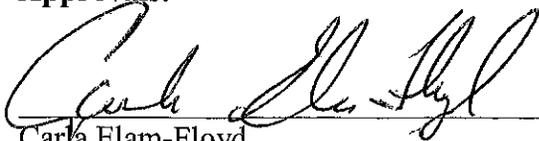
Chapter 14 – Employee Benefits

Several sections on special pay provisions – Overtime pay, on-Call and Call-In pay, Shift Differentials and Location Pay Adjustment – have been moved to the Pay chapter. No actual changes were made to the policies.

Recommendation:

It is recommended that the Board approve the proposed revisions to the Personnel Policies in Chapters 11, 12 and 14.

Approvals:


Carla Elam-Floyd
Director of Human Resources

Respectfully submitted,


James S. Lochhead
CEO/Manager


Legal Approval