

DENVER BOARD OF WATER COMMISSIONERS

Meeting Date: 2/13/13

Board Item: V-A-3

Personnel Policy Changes

Chapter 8 Promotions, Transfers, Demotions, Resignation, Reductions in Force
Chapter 12, Employee Pay

Action by Consent

Action

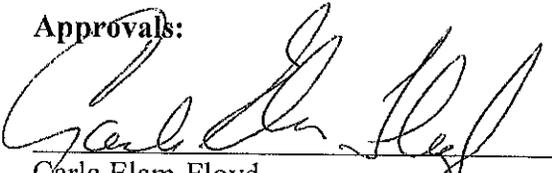
Information

For various reasons and sometimes through no fault of their own, employees' pay may be "red-lined" or frozen at a level above the end of the pay range for their position. The pay-for-performance system allows high-performing employees at the top of their pay range to receive a one-time merit payment that does not affect their base salary. However, current policies prohibit any payment to employees whose salaries are red-lined, regardless of their performance. The recommended changes to the Personnel Policies would allow one-time merit increases to employees with salaries above their pay range for performance evaluations of "outstanding" or "consistently exceeds expectations."

Recommendation:

It is recommended that the Board approve changes to the Personnel Policies, Chapters 8 and 12.

Approvals:

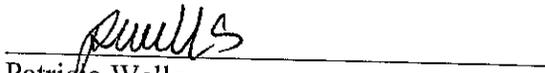


Carla Elam-Floyd
Director of Human Resources

Respectfully submitted,



James S. Lochhead
CEO/Manager



Patricia Wells
General Counsel