

DENVER BOARD OF WATER COMMISSIONERS

Meeting Date: February 11, 2015

Board Item: II-A-5

**Personnel Policies Changes
To Section 12-3-(1) "Entrance Rate of Pay for Introductory Employees"**

Action by Consent

Action

Information

It is recommended that the Board revise Section 12-3-(1) Entrance Rate of Pay for Introductory Employees.

Denver Water's current policy and practice is to set the starting pay of newly-hired introductory employees at the lowest pay in the appropriate pay range. The recommended policy change would allow greater flexibility in setting introductory pay so that Denver Water can better compete in a job market that is growing more and more competitive. Under the proposed policy, the starting pay for new hires would be commensurate with the candidate's experience, education, skills, projected performance, internal equity and recruiting difficulty in filling the job. The proposed policy continues to require Board approval for the placement of an introductory employee above the midpoint of a pay range.

The considerations listed above are the collaborative responsibility of Human Resources and the hiring manager.

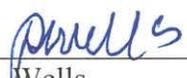
Recommendation:

It is recommended that the Board approve the changes to the following sections of the *Personnel Policies* as contained in the attachment:

Section 12-3-(1) Entrance Rate of Pay for Introductory Employees

Approvals:

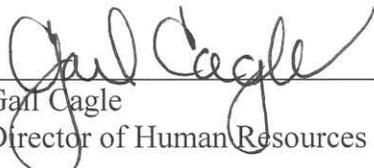
Respectfully submitted,



Patricia L. Wells
General Counsel



James S. Lochhead
CEO/Manager



Gail Cagle
Director of Human Resources