

DENVER BOARD OF WATER COMMISSIONERS

Meeting Date: February 11, 2015

Board Item: II-A-6

**Personnel Policies Changes
to Sections 10-1-(1) and 11-3 Regarding the Recording of Corrective Action and
Performance Evaluations Meetings**

Action by Consent

Action

Information

It is recommended that the Board add Sections 10-1-(4) and 11-3-(2) to prohibit the recording of meetings between employees and supervisors at which corrective action or performance issues are being discussed. As a matter of practice, recording has not been allowed because it inhibits the free exchange of information and honest dialogue. Adding this prohibition to the policies can minimize disputes with employees regarding this practice. Other suggested changes to Section 11-3 are recommended for clarity and to eliminate redundancy.

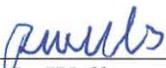
Recommendation:

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

- Section 10-1 Employee Performance Evaluations
- Section 11-3 General Procedural Matters [Corrective Actions]

Approvals:

Respectfully submitted,



 Patricia L. Wells
 General Counsel



 James S. Lochhead
 CEO/Manager



 Gail Cagle
 Director of Human Resources