

DENVER BOARD OF WATER COMMISSIONERS

Meeting Date: November 14, 2012

Board Item: V-A-8

**Personnel Policy
Chapter 10**

Action by Consent

Action

Information

The changes referenced in Chapter 10-2-(4) Objection to Performance Rating were made to clarify who has the authority and responsibility to make a decision regarding an employee's Objection to Performance Rating and to clarify employee rights when they receive two consecutive overall ratings of Does Not Fully Meets Performance Standards.

The changes referenced in Chapter 10-3-(1) Appeal were made to clarify the appeal rights of an employee when they receive two consecutive overall ratings of Does Not fully Meets Performance Standards.

Recommendation:

It is recommended that the Board adopt the proposed sections 10-2-(4) and 10-3-(1) of the Personnel Policies.

Approvals:

Respectfully submitted,



Patricia Wells
General Counsel



James S. Lochhead
CEO/Manager



Carla Elam-Floyd
Director of Human Resources