

DENVER BOARD OF WATER COMMISSIONERS

Meeting Date: 3/14/2012

Board Item: V-B-2

**Personnel Policy Change
Chapter 10 Employee Evaluations**

Action by Consent

Action

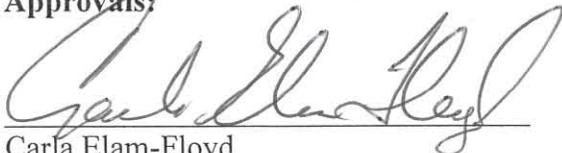
Information

It is standard practice in pay-for-performance systems to allow employees to voice objections to performance ratings, including above-average ratings. The justification for allowing employees to object is that an inaccurate evaluation could result in as much as a 2% or 3% difference in pay. This proposed policy allows for objections to a rating of "does not fully meet", "meets expectations" or "consistently exceeds expectations" on three very limited and specific grounds as outlined in the policy. Because of these limitations, the number of objections should be few and relatively straightforward and will not require an excessive amount of review by the rating supervisor.

Recommendation:

It is recommended that the Board approve revisions to Personnel Policies 10-2-(4) Objection to Performance Rating.

Approvals:



Carla Elam-Floyd
Director of Human Resources

Respectfully submitted,



James S. Lochhead
CEO/Manager



Patti Wells
General Counsel