

DENVER BOARD OF WATER COMMISSIONERS

Meeting Date: 3/14/2012

Board Item: V-B-3

**Personnel Policy Change  
Chapter 12 Pay Plan**

Action by Consent

Action

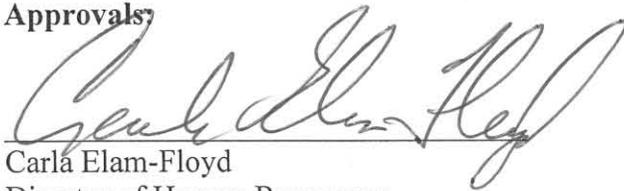
Information

Denver Water's Pay Plan currently allows for lump sum merit payments to employees whose performance exceeds expectations and who are at the top of their pay ranges. This policy clarifies that such lump sum payments will be incorporated into the calculations used to evaluate an employee's pension benefits under the defined benefit plan.

Recommendation:

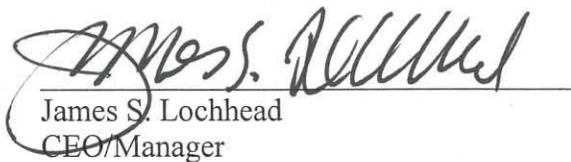
It is recommended that the Board approve revisions to Personnel Policies 12-2-(3) Impact of Merit Payment on Retirement.

**Approvals:**



Carla Elam-Floyd  
Director of Human Resources

Respectfully submitted,



James S. Lochhead  
CEO/Manager

  
Patti Wells  
General Counsel