



RIVERBEND RESOLUTION NO. 20231025-02

**AUTHORIZING THE APPROVAL OF AMENDMENTS TO THE PERSONNEL
POLICY MANUAL OF THE RIVERBEND WATER RESOURCES DISTRICT**

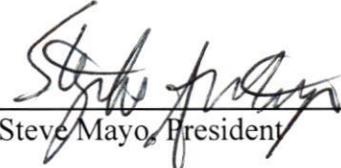
WHEREAS, Riverbend Water Resources District is a conservation and reclamation district created under and essential to accomplish the purposes of Section 59 Article XVI, Texas Constitution, existing pursuant to and having the powers set forth in Chapter 9601 of the Special District Local Laws Code of the State of Texas; and

WHEREAS, Riverbend Water Resources District first adopted a Personnel Policy Manual on March 2, 2016 and has updated policies as needed; and

WHEREAS, Riverbend Water Resources District desires to continue to update certain policies and procedures of its Personnel Policy Manual.

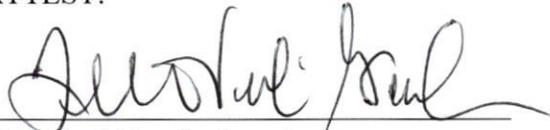
NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of the Riverbend Water Resources District hereby adopts the amendment(s) to the Personnel Policy Manual as attached.

PASSED and APPROVED this 25th day of October 2023



Steve Mayo, President

ATTEST:



Tina Veal Gooch, Secretary

Attached: Personnel Policy Manual Changes



4-16 Performance Reviews

Depending on your position and classification, the District endeavors to review your performance annually. However, please understand that a positive performance evaluation does not guarantee an increase in salary, a promotion, or continued employment. Compensation increases and the terms and conditions of employment, including job assignments, transfers, promotions, and demotions, are determined by and at the discretion of the Executive Director/CEO.

In addition to these formal performance evaluations, the District encourages you and your supervisor to discuss your job performance on a frequent and ongoing basis.

Addition of:

Employees with at least one (1) year of consecutive service to the District are eligible for a performance stipend based on their annual performance evaluation scores, subject to the approval and the discretion of the Executive Director/CEO. The timing and award of any such stipend in any given year are determined at the District's discretion.