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**The Corporation Of The Rocky Mountain Biological Laboratory At Gothic**

**PERSONNEL MANUAL**

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- April/May 2009 Board member Review*
- Updated January 1, 2011 (Update on Leave Policy)*
- Updated June 6, 2011 (General clean-up)*
- Updated April 2, 2012 (Clarification on Termination Notification, Paid Personal Leave, Housing Benefits for Seasonal Staff, Time cards)*
- Updated May 7, 2012 (add Evaluation Form to Bonus Policy)*
- Updated November 15, 2012 (Add Cost of Living Adjustment Calculation, update Unused Personal Leave Time, Gothic Cabin Use, and Bonus Policy and Evaluation)*
- Updated January 30, 2013 (Added language in Use of RMBL Motor Vehicles, Setting Up for Payroll, Travel Reimbursement, RMBL Family Leave Time)*
- Updated January 8, 2014 (Added terminology in Employee Conduct: RMBL as Smoke Free Campus, Resignation for Full-Time Year round Employees; in Payroll Procedures: No-Tax Compensation; in Benefits: Non-cash benefits, Flexible Compensation plan, and Leave Policy,*
- Updated January 21, 2015: (Added language on Essential Housing under Benefits)*
- Updated February 3, 2016 (Updated the Benefits section)*
- Updated January 4, 2017 (Updated the Benefits section)*

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## I. Introduction

The purpose of this manual is to establish and maintain a system of administration for the personnel functions of The Corporation of the Rocky Mountain Biological Laboratory at Gothic ("RMBL"). This manual is intended to be a management guidance tool. This manual is a summary of RMBL's general administrative procedures and is not all inclusive of RMBL's administrative procedures. This manual is provided for informational purposes only for RMBL management, RMBL employees, Contractors hired by RMBL, and Interns for RMBL. No provision or portion of this manual constitutes an implied or expressed contract, guarantee, or assurance of employment or a right to an employment related benefit, process or procedure. Nothing in this manual shall alter RMBL's authority to employ personnel at will.

RMBL reserves the right to change, modify, eliminate, or deviate from any policy, procedure, process or program in this manual at any time.

## II. Non Discrimination Policy

**1. Equal Employment Opportunity.** RMBL is dedicated to the principles of equal employment opportunity in any term, condition or privilege of employment. We do not discriminate against applicants or employees on the basis of age, race, sex, color, religion, national origin, disability, sexual orientation, political affiliation, or any other status which may be protected by law.

**(a) Americans With Disabilities.** RMBL policy expressly prohibits discriminatory hiring and personnel practices against qualified individuals with disabilities. Reasonable accommodation of known physical or mental limitations will be made, unless the accommodation would pose an undue hardship on RMBL.

Individuals will not be placed in positions where, with or without a reasonable accommodation, they create a direct threat to the safety or health of themselves or others. The determination that an individual poses a direct threat will be confirmed by an opinion in writing from an appropriate professional selected by RMBL.

**(b) Harassment.** RMBL strives to maintain a workplace free from all forms of harassment, including sexual harassment. Any employee who believes they have been subject to prohibited discrimination or harassment should immediately report the incident to their Supervisor, or the Executive Director or Board President, if needed.

### III. Definitions

The following are definitions of terms found throughout this Manual.

**Alcohol:** The intoxicating agent in beverage alcohol, ethyl alcohol or other alcohol including methyl and isopropyl alcohol.

**Contractor:** An individual or company, hired by RMBL as an independent contractor, to conduct specific services and who invoices RMBL for payment of such specific services. A Contractor shall not be regarded as an employee of RMBL; therefore, RMBL shall not be responsible for the payment of any employer taxes nor for any fringe benefits for the Contractor. Nevertheless, RMBL policies, Employee Conduct, Payroll Procedures and other provisions in this Manual which may be applicable, shall apply to Contractor.

**Controlled Substances:** Includes cocaine, marijuana, opiates, amphetamines and phencyclidine and any other substances determined by the United States or the State of Colorado to be illegal to possess or consume. Generally Controlled Substance(s) as used in this policy refers to an illegal drug or substance as defined in Title 18 of the Colorado Revised Statutes.

**Drug:** Any substance recognized as a drug in the official U.S. pharmacopoeia and national formulary or official homeopathic pharmacopoeia of the United States and/or any supplement to either of them; any substance intended for use in the diagnosis, cure, mitigation, treatment or prevention of disease or other conditions in persons or animals; any substance other than a device or food intended to affect the structure or any function of the body of persons or other animals; or any substance intended for use as a component of any article specified in this paragraph.

**Exempt Employee:** An employee who is in a position designated as executive, administrative, or professional, and will not be subject to the overtime pay provisions of the Federal Fair Labor Standards Act and its regulations.

**Hourly Employee:** Any employee of RMBL who is paid on either an hourly basis or a twice-a-month basis, who is considered to be a Non-Exempt Employee according to FLSA regulations.

**Intern:** An individual selected by RMBL to participate in an educational program to receive practical research experience with RMBL. Although Intern is not regarded as a RMBL employee and therefore is excluded from the Fair Labor Standards Act and its regulations, RMBL policies, Employee Conduct, Payroll Procedures and other provisions in this Manual which may be applicable, shall apply to Intern.

**Non-Exempt Employee:** An employee who is not excluded from the overtime and/or minimum wage provisions of the Fair Labor Standards Act and its regulations.

**Seasonal Employee:** For the purpose of determining eligibility for RMBL retirement and healthcare benefits, Seasonal Employee is defined as an employee who is paid by RMBL to work only during the Seasonal Period.

**Seasonal Period:** The time period of May 10 – November 7.

**Supervisor:** An employee of RMBL who is charged with the duty of overseeing the performance of certain assigned employees of RMBL as well as authorizing certain actions of such assigned employees.

**Year Round Full Time Employee:** An employee scheduled to work a minimum of 37.5 hours per week, 50 weeks per year.

**Year Round Part Time Employee:** An employee scheduled to work less than 37.5 hours per week throughout the calendar year and who has hours scheduled outside the Seasonal Period. While a Year Round Part Time Employee *may* have hours scheduled within the Seasonal Period, to qualify as a Year Round Part Time Employee, such Employee *must* have hours scheduled outside of the Seasonal Period.

#### **IV. Employee Conduct**

**1. Attendance.** All employees must report promptly for work in accordance with assigned shift and break schedules. Regardless of what position an employee holds, punctuality and regular attendances are essential to the effective operation of RMBL.

**2. Physical/Mental Capacity To Perform Duties.** A Supervisor, department head, or RMBL representative may request any employee to take a physical, including a Drug and/or Alcohol test, or psychological examination at any time when, in his/her judgment, such an examination may be necessary to determine the employee's fitness to safely perform duties for RMBL.

All such examinations shall be performed by medically licensed personnel selected by RMBL and shall be arranged and paid for by RMBL.

**(a) Operation of Vehicles & Equipment.** At no time will an employee operate a RMBL vehicle, a private vehicle used for RMBL business, or equipment, if the employee is or is reasonably suspected of being impaired by drugs and/or alcohol.

**(b) Drug Free Workplace Policy.** RMBL is a drug free workplace.

**(i) Prohibited Conduct.** The use, consumption, possession, transaction, and/or sale of Alcohol, Drug(s) and/or Controlled Substances by any employee while working or assigned to work on RMBL property, while operating RMBL vehicles or equipment or while performing RMBL duties is prohibited.

**(ii) Drug/Alcohol Testing.** If an employee appears to be affected by or under the apparent influence of drugs and/or alcohol while in the workplace, the employee may be required to submit to Drug/Alcohol testing and if testing confirms the presence of drugs or alcohol, will be subject to disciplinary action up to and including termination. Refusal to submit to drug/alcohol testing will be considered an admission of guilt and will be cause for disciplinary action up to and including termination. Disciplinary action may include mandatory attendance in a counseling and/or treatment program. Failure to successfully complete the counseling and/or treatment program may be cause for further disciplinary action up to and including termination. If an employee is referred to counseling and/or a treatment program, they must sign a release form so that the employer can monitor the status of treatment.

**(iii) Prescribed and Over the Counter Drugs.** Excluded from the policy are prescribed drugs when used in the manner, combination and quantity intended, unless job performance could be affected. Employees who must use an over the counter or prescription drug that may affect their ability to perform work in a safe manner must notify their Supervisor prior to starting work. The Supervisor, after proper inquiry, will decide if the employee can remain at work and what work restrictions, if any, are deemed necessary.

**(iv) Disciplinary Action.** Any employee found in violation of this Drug Free Policy will be subject to disciplinary action up to and including termination for a first offense.

**3. No Pets Allowed.** Because of sensitive research, no employee shall allow or keep pets in Gothic at any time. Pets are not allowed in buildings. Furthermore, no pets are to be left in vehicles parked on RMBL property, except that vehicles with pets may be parked in the Visitor's Parking Lot. Any variance from this policy must be obtained in writing from the Executive Director.

**4. Smoke Free Campus.** The RMBL campus is smoke-free, and there is no smoking allowed within the RMBL fenceline. Smoking is allowed on the county road.

**5. Disciplinary Action.** An employee's conduct is a major factor affecting the health and growth of RMBL. When management finds an employee's performance to be unsatisfactory or an employee's conduct to be in violation of the policies in this manual, or unacceptable, disciplinary action may be taken. The RMBL Executive Director shall handle all disciplinary matters. The discipline may range from informal discussion with the employee to immediate dismissal, depending on RMBL's opinion of the seriousness of the situation. Any action taken by management in an individual case should not be assumed to establish a precedent in other circumstances.

**6. Reasons for Disciplinary Action.** Reasons for disciplinary action shall include, but are not limited to: (a) Violation of a Personnel Rule; (b) Unsatisfactory performance (c) Neglect of duty; (wasting time on the job, loafing, abuse of break privileges, etc.); (d) Interference with department operations (interrupting the work of others, etc.); (e) Failure to perform assigned duties in an efficient and effective manner; (f) Insubordination (refusal to follow directions, abusive behavior, etc.); (g)

Discourtesy to the public or co-workers; (h) Illegal activity on the job or illegal activity that could harm RMBL's reputation or casts doubt on the employee's ability to perform the job effectively; (i) Failure to comply with job confidentiality standards; (j) Abuse of sick leave or other benefits granted by RMBL; (k) Working unauthorized overtime; (l) Falsification of records including but not limited to: employment applications, work records, timesheets, etc.; (m) Repeated tardiness or absenteeism; (n) Damage or misappropriation or failure to properly maintain or protect RMBL property, equipment, tools, or material; (o) Stealing, or negligent use of RMBL money or property; (p) Deliberate or careless conduct endangering the safety or well-being of self, co-workers or the public (q) Fighting or attempting to fight during working hours; (r) Being under the influence of alcohol or drugs while on duty; (s) Inducing or attempting to induce or allowing any employee to commit an unlawful act or to act in violation of this or other RMBL policies; (t) Misrepresentation of one's authority to the public; (u) Abusing one's authority to secure personal gain, benefits or favors; (v) Behavior inappropriate to one's position; (w) Covert acts intended to undermine established authority; (x) Harassment of co-workers or members of the public; (y) Dishonesty; (z) Absence from duty without authorization; and/or (aa) Any other violation prescribed by this manual.

**7. Forms Of Disciplinary Action.** Recognizing that circumstances vary widely in similar situations, RMBL retains the right to treat each lapse in performance, violation of policy or incident of misconduct on an individual basis without creating a binding precedent for other cases. Disciplinary action may include without limitation, counseling, training, warning, reprimand, leave, suspension, demotion, and/or dismissal. Any disciplinary action resulting in dismissal shall be a final decision.

**8. Performance Evaluation.** All Year-Round-Full-Time Employees of RMBL and all Supervisors of RMBL shall be subject to an annual performance evaluation.

**(a) Evaluation Criterion.** The subject employees will be evaluated on many different criteria including, but not limited to, the following:

- (1) Quantity of work;
- (2) Quality of work;
- (3) Reporting habits;
- (4) Following directions;
- (5) Ability to cope with work situations;
- (6) Personal relations with co-workers;
- (7) Communication skills;
- (8) Problem-solving skills; and
- (9) Ability to work independently.

The employee and his/her Supervisor shall review the evaluation form during an evaluation meeting. Each shall sign the employee evaluation form. A copy of each evaluation form shall become a permanent entry in the employee's personnel file.

Any employee who receives an unsatisfactory evaluation may be placed on probation. Continued performance below the standards acceptable for employment shall be cause for demotion or dismissal.

**9. Use of Electronic Mail and Computer Systems.** RMBL's e-mail and computer systems are provided for and intended to be used primarily for RMBL's official business. RMBL's e-mail and computer systems may be used for personal use.

**(a) No Expectation of Privacy.** Employees should not assume that e-mail messages are confidential, as they are not. Employees shall have no expectation of privacy in e-mail created, stored, sent or received on any RMBL computer and/or electronic equipment.

**(b) Property of RMBL.** All computer files prepared with and/or stored on any RMBL computer and/or electronic equipment are the property of RMBL regardless of their physical location or the form in which they are maintained.

**(c) RMBL Exclusive Rights.** Employees must be aware that all e-mail is the property of RMBL and RMBL reserves the right to review and/or monitor any and all communications through the RMBL system. RMBL, without your approval or consent, may access, disclose, delete, and/or retain the contents of any e-mail message to and from the RMBL e-mail system and its users at any time and for any purpose whatsoever.

**(d) Prohibited Conduct.** The following conduct is prohibited in the use of the RMBL e-mail and computer systems:

- (i) sending or forwarding emails containing libelous, defamatory, offensive, racist or obscene remarks. Upon receipt of such e-mail, Employee must promptly notify their Supervisor;
- (ii) forging or attempting to forge email messages;
- (iii) sending email messages using another person's email account;
- (iv) disguising or attempting to disguise identity when sending mail;
- (v) sending mass mail messages;
- (vi) sending confidential information;
- (vii) sending, receiving, or accessing pornographic or other inappropriate materials;
- (viii) causing congestion, disruption, disablement, alteration, or impairment of the RMBL computer systems;
- (ix) infringing in any way on the copyrights or trademark rights of others;
- (x) engaging in unlawful or malicious activities; and
- (xi) defeating or attempting to defeat security restrictions on the RMBL computer system.

**(e) Disciplinary Action.** Any employee found in violation of the Prohibited Conduct stated in (d) above will be subject to disciplinary action up to and including termination for a first offense.

**10. Use of RMBL Motor Vehicles.** Use of RMBL motor vehicles is restricted to business use. Employees shall use a RMBL vehicle for work-related travel outside

Gunnison County unless the Director of Finance and Operations or Executive Director indicates that a vehicle is not available. Within Gunnison County the use of RMBL vehicles for work-related travel is encouraged.

**(a) Personal Use.** Use of RMBL motor vehicles is restricted to business use unless personal use is specifically authorized by the Director of Finance and Operations, except that RMBL provides a vehicle at the winter trailhead for personal use by the winter caretakers in order to minimize parking at the trailhead. Personal use of vehicles by winter caretakers shall be limited to trips within the Crested Butte area and one trip to Gunnison per week, which is to be scheduled with the Director of Finance and Operations. The Director of Facilities shall be responsible for where vehicles are stored.

Incidental use, which shall not include trips solely for personal reasons, shall be allowed. For example, if an employee drives to Gunnison on RMBL business, it is acceptable for the employee to stop by the grocery store to do personal shopping. If an employee has questions about what constitutes incidental use, they should request clarification from the Director of Finance and Operations in advance of use of the vehicle.

If an exception to personal use of a vehicle is made, the individual shall reimburse RMBL at the current IRS mileage rate.

**(b) Requirements.** (i) Employees must obtain permission from RMBL to operate RMBL motor vehicles. (ii) Employees shall act legally and safely, and properly operate RMBL motor vehicles. (iii) Any employee operating a RMBL motor vehicle must have a valid Driver's License. (iv) Any employee who intends to operate a RMBL motor vehicle shall undergo a Driver's License check with the State of Colorado made by RMBL's insurance company annually to ensure that a valid state driver's license is in effect. If, during the annual driver's license review, or at any time during the year, an employee is determined to not possess a valid driver's license and auto insurance, it may be grounds for disciplinary action, including dismissal as determined by the RMBL Executive Director. (v) Any employee operating or riding in a RMBL motor vehicle is required to use seat belts.

**(c) Liability.** RMBL shall not be liable for any damages or injury resulting from any employee's negligent, unlawful, unsafe, improper, abusive, and/or personal use of RMBL motor vehicles. Any repair to RMBL motor vehicles resulting from employees negligent, unlawful, unsafe, improper, abusive, and/or personal use of the RMBL motor vehicle may be charged back to the employee causing the repairs to be necessitated.

**(d) Accidents.** If an employee is involved in an accident while operating a RMBL motor vehicle, he/she must take the following actions:

1. Obtain the name and address of the other driver and the driver's insurance company and policy number;



2. Obtain the license plate number of the other vehicle, description of the vehicle, description of damage, names and address of other passengers or witnesses; and
3. Notify RMBL of the accident immediately.

**11. Termination.** If an employee is terminated for cause before the end of their contract, RMBL will provide a written notice to the former employee stating the reasons for termination. In the absence of such a termination letter, we will presume that employees leaving before the end of their contract are leaving for personal reasons on a voluntary basis. In case an employee intends to terminate the contract before its end date, RMBL requests from the employee a written notice two weeks before the intended date of departure.

**12. Resignation.** This clause is for Year Round Full Time and Year Round Part Time Employees Working 1,000 or more hours annually. Employee may at any time resign from employment with Company by giving Company notice of at least twenty (20) business days that the employee will work prior to the effective date of such termination. Upon notice, the employee can take accrued vacation days, except that those days shall not count towards the prior notice of 20 business days to be worked by the employee.

## V. Payroll Procedures

**1. Setting Up for Payroll.** All RMBL employees, whether part-time, seasonal, or full-time need an eligible contract signed both by RMBL management and employee every year. Employee will be paid according to the terms of the contract. The Director of Finance and Operations is updating the Accounting Office with valid contracts and contract changes. Upon employment, to comply with all Federal and State Laws related to verifying employment opportunity (see <http://www.colorado.gov/cs/Satellite?c=Page&childpagename=CDLE-LaborLaws%2FCDLELayout&cid=1248095356387&pagename=CDLEWrapper>) RMBL will require making copies of either the employee's passport or both driver's license and social security card.

**2. Receiving Income through an NSF grant.** According to federal requirements 2 CFR 230 Attachment B.8/2 CFR 200.430 time billed to NSF, either as a direct cost on a grant or as cost-match on a grant, must be documented after the activity. Any individual employed by RMBL and supported by federal funds will need to submit a time and effort report (when on salary) or timecard (when paid by the hour) as part of getting paid. All salaried employees must submit time and effort reports, signed by themselves and by their supervisor. All employees working hourly must submit timecards signed by their supervisor (either the PI or the designee of the PI) that indicate which project the hours should be allocated to.

Any employee receiving funding from Federal programs must complete Time and Effort reporting requirements, listing grant number, name and the percentage of time spent on all grants compensated for in a given time frame. If employee is hourly, time and effort reporting is documented at the bottom of the RMBL timesheet. If employee is on a fixed salary contract, a Time and Effort form must be completed for

each pay period, signed by supervisor and submitted to the Accounting Office. Certification and filing of time and effort reports must happen within 30 days of the work being performed.

Forms can be found on RMBL's website at [www.rmbl.org/staffinfo](http://www.rmbl.org/staffinfo) or obtained from the Accounting Office.

**3. Hourly Paid Employees.** For employees paid on an hourly basis, RMBL pays wages bi-monthly (twice a month) and are from the 12th-26th and the 27th through the 11th of the following month. Employees must follow the payroll procedures below to ensure timely payment of wages:

- a) Complete and sign a time card for the preceding time period;
- b) Obtain the Supervisor's signature on the time card; and
- c) Submit the completed and signed time card to the RMBL Accounting Office before 10:00 a.m. on the 12th and 27th of each month.
- d) If the time cards are not signed by both the employee and the supervisor for one pay period, the employee will get paid. If the signatures are still not given before the second pay period, payment for the second pay period will be withheld.

**4. Late Submission of Time Card.** If the completed time card is not timely submitted, the employee will not receive payment of his/her wages until the following pay period.

**5. Withholding And Offset.** Payment of wages and any other amounts to employee will be subject to such withholding and offset only as required for the RMBL 403(b) plan; tax purposes or legal process (e.g., wage garnishment); room, board, and station fees; and/or as consented to by employee.

**6. Contractual Fixed Salary.** Those employees with a fixed monthly or annual salary (paid twice a month) are not required to turn in time sheets unless directed to do so by their supervisor. These employees will receive a fixed salary, as described in their contract. These employees may be classified as either exempt or non-exempt; if non-exempt, all overtime hours must be approved by supervisor and fully documented.

**7. Cost of Living Adjustment.** In order to calculate salary increases, RMBL will use the following Cost of Living Adjustment (COLA) measure: RMBL will use the Denver-Boulder-Greeley Consumer Price Index, which comes out every 6 months in February and August of the year. <http://www.colorado.gov/cs/Satellite/DOLA-Main/CBON/1251594680280>. Of this index, RMBL will take the average of the previous year index plus the half-year index of this year for our next year's budget projections.

Example:

Denver-Boulder-Greeley CPI 2011: 3.690%

Denver-Boulder-Greeley CPI 2012 (6 months): 1.783%

Average: 2.7364

Then, RMBL will round to the nearest .5, either up or down. If the average is exactly in the middle the COLA will go up. For more information on the consumer price index go to the Bureau of Labor and Statistics website <http://www.bls.gov/cpi/cpi1998d.htm>

**8. No-tax compensation.** Scientists who give to RMBL a professional service in their field of expertise to advance education, may apply some or all of their compensation to reduce RMBL professional expenses associated with the services they provide. This agreement is arranged in a contract in the form of a fellowship award, mentor contract, or faculty contract. No other compensation is eligible for fee reduction.

## **VI. Benefits**

### **1. 403(b) Retirement Plan.**

**(a) Eligibility.** RMBL maintains two retirement plans: employer contributions and employee contributions. Eligibility to participate in these retirement programs is defined in our plan documents. The plan documents are available online under [www.rmbll.org/staffinfo](http://www.rmbll.org/staffinfo). Employees are eligible after 1 year of completing at least 1,000 hours of service in one year. In consecutive years, the employees complete at least 1,000 hours of service during each Plan year.

**(b) Participation.** Upon employment with RMBL and for each calendar year anniversary of employment with RMBL, eligible employees will be given a 403(b) Retirement Plan summary for review. The employee shall have ten (10) days to accept or decline participation in the 403 (b) Retirement Plan. For each eligible employee who accepts participation in the 403(b) Retirement Plan, such employee shall execute a Salary Reduction Agreement which can be obtained from the Accounting Office. Note: any RMBL contributions to the 403(b) Retirement Plan are based upon actual salary received.

### **2. Flexible Compensation Plan (“Cafeteria Plan”).**

**(a) Eligibility.** Year-round full-time Employees are eligible at the beginning of their full-time year-round contract to participate in Flexible Compensation Plan also known as the “Cafeteria Plan”. Contractors, Seasonal Employees, and Year-Round-Part Time Employees are NOT eligible to participate in the Cafeteria Plan. Employees that are eligible for the “Cafeteria Plan” may not be eligible to participate in a Health Savings Account (HSA), though a tax attorney should be consulted for final determination.

**(b) Participation.** Upon employment with RMBL and for each calendar year anniversary of employment with RMBL, eligible employees will be given a Cafeteria Plan Summary for review. The employee shall have ten (10) days to accept or decline participation in the Cafeteria Plan. For each eligible employee who accepts participation in the Cafeteria Plan, such employee shall execute a Salary Reduction Agreement which can be obtained from the Accounting Office. In the case that at the end of the calendar year the employee has NOT used all of the money that was

transferred into the plan account, the employee may be eligible to ask RMBL for a return of the unused funds in the 2<sup>nd</sup> quarter of the following year as taxable bonus.

### **3. Group Health Plan.**

**(a) Eligibility.** Upon initiation of a contract to work full-time year-round (40 hours per week 52 weeks of the year) employees are eligible to participate in the Group Health Plan. RMBL will contribute \$125/month/employee towards employee premium costs, if an eligible Employee elects to enroll in the plan. Contractors, Seasonal Employees, and Year-Round-Part Time Employees are NOT eligible to participate in the Group Health Plan.

**(b) Participation.** Eligible employees will be given a Group Health Plan for review. The employee shall have ten (10) days to accept or decline participation in the Group Health Plan. For each eligible employee who accepts participation in the Group Health Plan, such employee shall execute a Salary Reduction Agreement which can be obtained from the Accounting Office or the website.

**4. Bonus Policy for Seasonal Staff.** RMBL has instituted a Bonus Policy for Seasonal Staff in effect for the 2012 Summer Season. The Bonus Policy can be viewed in Appendix B. Only full-time seasonal employees working 10 consecutive weeks in the summer who are not in a supervisory role are eligible.

**5. Meals, Housing, and Station Fees.** If stated in an employment contract, during the term of employment, RMBL will not charge employee housing, meals, and/or station use fees. Upon termination of employment, RMBL will charge the terminated employee fees for housing, meals, and station use accrued after termination. Specific fee information can be located at [www.rmbll.org/fees](http://www.rmbll.org/fees).

**(a) Essential Housing.** When a position is essential an employee receives free housing in Gothic as part of contract, so that employee may be on-call and provide this service and other essential duties as part of their job performance standards. Employees that are classified as essential are noted in the individual contracts. It may be essential for staff to live onsite for a short period of time as part of their contract. This will then be noted in individual contract as well.

Employees who do not receive essential housing as part of their contract and who live onsite pay housing fees but not station fees. This is for employees who work 35 hours per week on average and only if RMBL has a housing spot available after the third week of April and after all other housing allocations have been completed.

**(b) Food Allowance.** During the Employee's term, Heads of Staff will receive meals in the Dining Hall, while Dining Hall in Gothic is open, for Employee and immediate family defined as Parent, Partner, Child. Full-time year-round and full-time seasonal employees receive meals in the Dining Hall, while Dining Hall in Gothic is open, for Employee only. Part-time employees may also receive some meals in the Dining Hall while the Dining Hall in Gothic is open, and specifics are listed in their individual contracts. Meals for Contractors are not provided unless specified in the

Project Agreement. Three meals a day are served in the dining hall for ten (10) weeks from approximately mid-June to mid-August during the following hours: 7 a.m., noon, and 6 p.m. Monday through Sunday. RMBL reserves the right to change the period of time that the dining hall is open, and to adjust the availability of meals provided to staff accordingly, with no compensation or reimbursement provided to employees who receive fewer meals because of those adjustments.

**(c) Gothic Cabin Use.** Year-Round-Full-Time Employees are eligible to reside free of charge between September 1 and May 1 at a Gothic cabin for up to 7 days total in any calendar year, as RMBL encourages the increase of the familiarity of facilities for its full-time year-round staff. Housing is provided during dates that will not interfere with housing operations or during peak rental times and priority will be given to customers who will pay for use of the cabins (for example, we won't open a cabin up, once it is shut down for the season, or we won't give the cabin to staff during prime rental times in the winter). The housing request needs to be arranged through the Director of Facilities. The cabin needs to be left in the same or better condition than upon arrival and all RMBL rules apply. When RMBL determines that the cabin has been left in an unsatisfactory condition, this benefit for the particular staff may be removed and the staff member may be charged cleaning costs.

## **6. Housing for Seasonal Staff.**

Seasonal employees with essential housing working a minimum of 35 hours per week for at least 10 weeks during the summer season will get the benefit of free housing for 1 week before their 35 hour work week has begun and 1 week after their 35 hour work week has ended at the end of the successful completion of the contract. Seasonal employee supervisors with essential housing working a minimum of 35 hours per week during the summer season will get the benefit of free housing 1 month before their 35 hour work week has begun and 1 month after their 35 hour work week has ended.

An employee needs to successfully finish their contract to be able to receive this housing benefit. If there are work related or onsite employee issues RMBL reserves the right to revoke housing privileges.

## **VII. Special Pay**

**1. Overtime – Non-Exempt.** In compliance with the Fair Labor Standards Act, a non-exempt employee who performs work in excess of a regular forty (40) hour work week, or one hundred seventy one (171) hour monthly work period shall be compensated with overtime pay.

Supervisors will be accountable for controlling overtime situations and the associated expense. Whenever possible, work schedules shall be adjusted to avoid or reduce routine overtime work. In situations where unexpected changes in workload require additional hours mandated by the Supervisor, overtime hours may be authorized.

Overtime work shall, whenever possible, be on a voluntary basis. However, an employee's Supervisor, or the Supervisor's designee, reserves the right to require any employee to work extra hours when the need arises. All overtime must be authorized by the Supervisor.

**(a) Hours Worked.** Paid time that is not actually worked such as compensatory time, paid time off, holidays, vacation leave, sick leave, jury duty hours and standby hours, shall not be considered "hours worked" for the purpose of computing overtime.

Each work week or monthly work period shall stand alone for overtime purposes.

**(b) Rate Of Pay.** Overtime compensation for non-exempt employees will be in the form of either 1 1/2 times the regular hourly rate of pay or in the form of compensatory time at the rate of 1 1/2 times the overtime hours worked.

**2. Overtime, Exempt.** Exempt positions generally require more hours than the normal workweek to complete assigned duties. Positions determined by RMBL to be professional, administrative or executive, as defined by the Fair Labor Standards Act, are exempt from the overtime pay provisions of this Policy.

## VIII. Work Related Expenses

**1. Reimbursement.** RMBL will reimburse employees for reasonable work related expenses including, but not limited to, airfare, ground transportation, meals, and lodging. For employees using a personal vehicle for work-related travel, RMBL will reimburse mileage at the IRS per mile rate.

RMBL does not reimburse for travel between home and work either in Gothic or Crested Butte. A single trip between Crested Butte and Gothic is exempt from travel reimbursement, as RMBL has offices in both Crested Butte and Gothic. If someone needs to do multiple trips for work-related items, they will be reimbursed. For example, if an employee stops at the CB office and then goes to Gothic, they are not reimbursed. If they go to Gothic and work, and then have to pick up something in CB for an event, they are reimbursed.

**2. Physical Receipt Required.** In order to obtain reimbursement of work related expense, the employee must submit the actual physical receipt to the appropriate RMBL Supervisor within five (5) working days after the expense is incurred. NOTE: Credit card statements without itemized receipts will not be approved for reimbursement without permission from the supervisor, and such permission is not guaranteed.

## **IX. Leave Policy**

**1. Paid Personal Leave.** Year-round full-time employees shall accrue the following number of paid leave days per month. Leave days are full days and are accrued at the end of each month. One day is calculated at 8 hours:

- (a) 1.25 leave days/month, for the first two (2) full years of employment;
- (b) 1.50 leave days/month, after two full years of employment and starting in year three (3);
- (c) 1.75 leave days/month, after four (4) full years of employment and starting in year five (5).

Part-time employees working more than 1,000 hours per year shall accrue the following number of paid leave days per month. Leave days are full days and are accrued at the end of each month. One day is calculated at 8 hours:

- (a) 0.5 leave days/month, after one (1) full year of employment and starting in year two (2);
- (b) 1.0 leave days/month, after two (2) full years of employment and starting in year three (3);
- (c) 1.5 leave days/month, after four (4) full years of employment and starting in year five (5).

Paid Personal Leave is based on whether an employee has worked a full year. A full year is a year in which a staff person has worked at least 1,000 hours. This is defined the same for part-time and full-time employees.

Such Personal Leave will cover all paid time off, including, but not limited to, vacation, family emergency, and sickness. Note: additional unpaid leave days may be taken, with supervisor's approval; salary will be reduced accordingly.

A leave file is kept and updated for every employee accruing personal leave by the Director of Finance and Operations (DFO).

When a full-time year-round employee works a full day on the weekend or during holidays as defined in this section under '4. Paid Holidays', employee is eligible for an additional personal leave day. This Comp Day needs to be reported by said employee and will be recorded by the DFO in the employee leave file.

Contractors, and Part-time and Seasonal Employees working less than 1,000 hours per year, are not eligible for paid personal leave.

Personal leave will not accrue during an unpaid leave of absence.

Employees are not paid or otherwise compensated for unused accrued leave when they leave RMBL employment.

Leave policy effective as of January 1, 2011.

**2. Use Of Personal Leave.** Eligible employees must request prior approval by their Supervisor for Personal Leave, except when sickness or family emergency makes such notice impossible. While approval will not be unreasonably withheld, Supervisors may consider the seasonal demand upon their respective activities when setting up vacation schedules.

**3. Unused Personal Leave Time.** Up to a maximum of three weeks (120 hours) of personal leave accrued but unused at the end of the calendar year, including hours accrued from previous years, may be carried forward into the new calendar year.

**4. Paid Holidays.** RMBL observes the following holidays for which year-round full-time employees only are granted pay:

New Year's Day	Thanksgiving Day and the Friday after
Martin Luther King Day	Thanksgiving Day
President's Day	Christmas Day and one day between
Memorial Day	Christmas and New Year's Day
Labor Day	

**5. RMBL Family Leave Policy.** In 1993, Congress enacted the Family and Medical Leave Act (FMLA). While the FMLA applies to public employers, the public employer must employ at least 50 employees in order for the employee to be eligible for FMLA leave. Since RMBL does not currently employ at least 50 employees, no employee of RMBL is eligible for FMLA leave.

RMBL's Family Leave policy is as follows:

- a) Within any 24 month period, employees are eligible to receive up to two weeks of leave paid at 50% of their salary to deal with medical issues of their own that effectively prohibit them from working full-time, or to deal with the birth or adoption of a child. Employees are eligible for this leave without permission from a supervisor. Employees must have worked at least 2,000 hours in the 12 months preceding the leave in order to be eligible to be paid. Additional vacation time does not accrue during these paid two weeks of leave, though employees will continue to be eligible for all other benefits, including employer contributions to retirement based upon the reduced salary rate. Upon return to the job, individuals are entitled to the same job, or equivalent, with no loss of benefits or salary. In situations other than for a birth or adoption, RMBL may require a letter for a physician certifying that significant health issues keep an employee from working.
- b) Pregnant employees may continue to work as long as a physician indicates that they are able.
- c) RMBL offers 6 weeks of unpaid leave without approval from a supervisor to deal with birth, adoption, or for care of a child of which they are the parent or the primary care-giver. RMBL also offers this same 6 weeks of unpaid leave to deal with significant health problems of that same employee, or for the employee to assist with a partner or parent facing significant health issues.



RMBL may require a letter for a physician certifying that significant health issues require significant care. Upon return to the job, individuals are entitled to the same job, or equivalent, with no loss of benefits or salary. Employees must have worked at least 1,000 hours in the 12 months preceding the unpaid leave in order to be eligible. Workers may use accumulated personal time in lieu of unpaid leave without obtaining a supervisor's approval. Benefits, including vacation and retirement, do not accrue during this absence.

- d) Additional unpaid leave is contingent upon approval of a supervisor and may have an impact upon continued employment and/or compensation.
- e) In all instances that do not involve the incapacity of the employee and in which an employee take leave, either paid or unpaid, without permission from a supervisor, the employee will do his or her best to assist RMBL in managing during the person's absence. Such assistance, for example, might include when possible: advance notice, providing their supervisor with sufficient information to manage ongoing projects, and responding to queries for information during their absence. Failure to assist with such matters may have an impact upon continued employment and/or compensation.
- f) When exercising leave benefits, employees will need to provide the Director of Finance and Operations written notice no later than 48 hours after the leave has been initiated, that the leave is being exercised, and whether it is paid or unpaid.
- g) Application of any of the leave policy for the Executive Director is contingent upon approval from the RMBL Board President, or a designee of the President or Board Leadership.

**6. Injury Leave. Worker's Compensation.** Any employee who becomes incapable of performing his/her essential job functions as the result of an injury or illness incurred within the scope of RMBL employment shall be deemed to be on Worker's Compensation leave until (a) he/she is able to resume his/her essential job functions on his/her regular work schedule; (b) approval is granted, by RMBL, to return to his/her regular work schedule on a restricted duty basis, as defined by the attending physician; (c) is capable of resuming performance of all of the essential duties required in the employee's position with reasonable accommodation; (4) or when the employee is separated from RMBL employment.

**(a) Statutory Benefits.** An employee on leave, whether full-time or part-time leave, shall receive the statutory benefits available under the Workers' Compensation Act of Colorado, C.R.S. 8-40-101, et. seq.

**(b) Modified Schedule or Restricted Duty.** While recovering from an on-the-job injury, an employee may return to work on a temporary basis with a modified work schedule and/or with restricted duties as the case may allow. RMBL reserves the right to limit or deny return to work on a modified schedule or restricted duty.

**(c) Statutory Exceptions.** The RMBL Safety Rules are attached as **Exhibit A** to this Personnel Manual. If an injury is determined to be a direct result of the employee's failure to follow a safety rule, a penalty reducing temporary wage indemnity compensation to fifty percent (50%) of the 2/3rds benefit will be enforced. Injury leave is forfeited if an injury is due to a safety rule violation. Safety rule violations are determined by the following:

i. Where an injury is caused by the willful failure of the employee to use safety devices provided by RMBL.

ii. Where injury results from the employee's willful failure to obey any reasonable rule adopted by RMBL for the safety of the employee.

iii. Where injury results from intoxication of the employee from drugs or alcohol.

**(d) Notification/Reporting for Workers' Compensation.** In the event of an on-the-job injury, an employee should notify his/her Supervisor immediately or by no later than the end of the shift on which the injury occurs. The employee must complete an incident report form and an Authorization for Release of Medical Information form for submission to his/her Supervisor within ninety six hours (4 calendar days) from the time of the incident. If the employee is unable to complete the form, it may be completed by a family member or a representative. If the employee fails to timely complete the incident report form and Authorization for Release of Medical Information form), the employee may lose up to one day's wage compensation for each late reporting day.

**(e) Medical Examinations & Treatments.** If an injury requires immediate emergency treatment, the nearest hospital emergency room should be utilized. Upon release from emergency treatment, if appropriate, the employee must seek follow-up medical care from a RMBL-designated provider. Injuries not constituting an emergency, but requiring a physician's care, shall be treated by a RMBL-designated medical service provider. Failure to comply with utilization of a RMBL-designated provider may result in a denial of payment for medical expenses through RMBL's Workers' Compensation Insurance carrier. Each new employee shall receive a list of designated medical providers and a list can be obtained from the Accounting Office at any time.

**(f) Denial by the Workers' Compensation Insurance Carrier.** An employee may be denied compensation for a workers' compensation claim if it is determined by RMBL's Workers' Compensation Carrier that the injury is not job-related. If the injury is finally deemed non-compensable under RMBL's Workers' Compensation policy, compensation will cease on the date the claim is denied. In this event, unless the finding is overturned on appeal, the amount of compensation made to the employee by RMBL or RMBL's Workers' Compensation Insurance Carrier, with regard to the denied claim, will be deducted from the employee's paycheck Personal Leave balances or, if these balances are not sufficient, deducted as leave without pay.

**(g) Reporting Medical Status.** During leave for a workers' compensation injury or illness, employees must keep their Supervisor informed of their medical status in regard to their ability to return to work. RMBL reserves the right to request periodic reports regarding the employee's medical status from the designated medical provider.

**(h) Separation.** A workers' compensation claim does not preclude an employee from being separated from employment pursuant to another personnel policy.

**(i) Continuation of Benefits.** Employees who are on leave for a workers' compensation injury, with RMBL compensation, will continue to be eligible for all the RMBL benefits that they currently receive when actively at work.

**7. Military Leave.** Employees granted a military leave of absence shall be reinstated and paid in accordance with the laws covering veteran's re-employment rights.

## **X. Miscellaneous**

**1. Contact Information.** Attached, as **Exhibit B**, is a flow chart and description for the RMBL staff.

**2. Minimum Wage and Child Labor Laws.** The Colorado Division of Labor has statutory authority over certain wage issues and child labor laws in Colorado. Posters containing information in this regard are available for review upon request and can be viewed on the RMBL Web Site.

**3. Workers' Compensation Laws.** The Colorado Division of Workers' Compensation is the state office responsible for administering and enforcing the workers' compensation law. Posters containing information in this regard are available for review upon request and can be viewed on the RMBL Web Site.

**4. Occupational Safety and Health Administration.** The U.S. Department of Labor Occupational Safety and Health Administration office is responsible for administering and enforcing the law regarding workplace hazards. Posters containing information in this regard are available for review upon request and can be viewed on the RMBL Web Site.

**5. Employee Polygraph Protection.** The U.S. Department of Labor Employment Standards Administration is responsible for administering and enforcing the law regarding the use of lie detectors during the course of employment. Posters containing information in this regard are available for review upon request and can be viewed on the RMBL Web Site.

**6. Anti-Discrimination.** The Colorado Department of Regulatory Agencies Civil Rights Division is responsible for administering and enforcing the law regarding

discrimination in the workplace. Posters containing information in this regard are available for review upon request and can be viewed on the RMBL Web Site.

**7. Unemployment Benefits.** The Colorado Division of Employment is responsible for administering and enforcing the law regarding unemployment benefits. Posters containing information in this regard are available for review upon request and can be viewed on the RMBL Web Site.

**8. Equal Employment Opportunity.** The U.S. Equal Employment Opportunity Commission is responsible for administering and enforcing the law regarding unemployment benefits. Posters containing information in this regard are available for review upon request and can be viewed on the RMBL Web Site.

**9. Use of Personal Vehicles.** RMBL employees or volunteers who use their own vehicles for RMBL business are required to have current liability and medical insurance on that vehicle, coverage amount to be at least the minimum required by state law.

**10. Personal Mail.** Any personal mail received at the RMBL business address that is addressed to year-round staff (either full-time or part-time) will be opened by the RMBL Administrative Office.

## **XI. Appendix A: Safety Manual**

The RMBL Health and Safety Manual is available on the RMBL website at:

[www.rmbll.org/staffinfo](http://www.rmbll.org/staffinfo)

## **XII. Appendix B: Seasonal Employee Bonus Policy & Evaluation**

July 8, 2015

### Objective

RMBL will award bonus payments to Full Time Seasonal Employees based on an employee evaluation process. The intent of the policy and the award of bonuses is to advance the interests of RMBL by providing incentives for seasonal employees that encourage beneficial behavior and work practices and encourage retention. It should be explicitly understood that this program intends to award bonuses on top of an intentionally modest wage or salary for the jobs involved. Bonus awards will then be made to significantly advance a carefully crafted base rate of pay. Bonuses will be based on employee merit during the season of employment. The RMBL bonus policy will evolve as the program is adjusted to meet the needs of the organization.

Evaluations will be done utilizing a standard instrument and bonuses will be awarded based on formulae that integrate basic compensation, numerical scores from evaluation and seasons of employment. The result of the evaluation operation and bonus calculation will be a bonus award value in dollars to be paid the employee in addition to basic compensation. The utilization of a standard instrument and process will preserve objectivity in employee evaluation and insure that employees are treated fairly in the award process.

### Principal Elements

1. A qualifying employee is a Seasonal Employee who is paid by RMBL to work during the Seasonal Period in the time period of May 10 – November 7 for at least 10 consecutive weeks working a minimum of 35 hours per week.
2. RMBL Employees who are paid through external grants and RMBL Seasonal Supervisors are not eligible.
3. Base rates of pay for seasonal jobs do not change from year to year. RMBL reserves the right to adjust base rates.
4. The intent is that qualifying employees will be successful and will earn bonuses. Budgeting is done based on this expectation and the use of percentage calculations facilitates this.
5. Bonus awards will be between 5% for Meets Requirements, 10% for Exceed Requirements, 15% for Far Exceeds Requirements, and an additional 2% per consecutive year that employees return to work at RMBL of total salary earned that season. These percentages are likely to remain the same in future years. The bonus policy committee will meet in the beginning of September 2013 before the budget season to evaluate.
6. Employee receives bonus at contract end upon successful completion of contract.
7. Standard and objective evaluation will provide the basis for calculation of bonus amounts. Evaluations are transparent and require supervisor engagement.
  1. Make criteria clear at employment start.
    1. Explain the evaluation and bonus intent to employee;
    2. Show and go through evaluation form with employee;
    3. Explain the bonus differentiation;
    4. Bonus policy is an appendix to Personnel Manual and referenced in contract.
  2. Share information between departments.

1. It is the responsibility of the supervisor to solicit informal, written feedback from other department supervisors at least once during the season and at end of the season for qualifying employees.
3. Evaluations are based on written records gathered during the course of the season. Such records would include:
  1. Memo(s) of verbal recommendations for improvement;
  2. Written recommendation(s) for improvement and related plan(s) for improvement. These should be forwarded to the Director of Finance and Operations (DFO) on the day the meeting of employee takes place. This is a required step for subsequent evaluation in the RI or DNM range of the Evaluation Form;
  3. Memo(s) of compliments about employee;
  4. Memo(s) recording favorable work or action;
  5. Memo(s) recording unfavorable work or action;
  6. Information about volunteer activities;
  7. Memo's of other factors that will support evaluation.
8. A mid-summer formal review of the employee by July 22 is mandatory.
9. Supporting written records are to be submitted to the DFO when they have been devised and fall into the RI, DNM or FE categories of the evaluation form.
10. Evaluation results will not be a surprise to employee at season end. After review and approval by Administration each employee will be provided with a copy of evaluation by supervisor and will have an opportunity to ask questions and if desired provide a written response. Supervisor will ask employee to sign a copy to be retained by RMBL. If employee declines to sign, supervisor will write date and time of interview. Signed or noted copies will be returned to DFO.
11. Bonus awards result directly from evaluation scores.
12. Bonus awards increase during successive years of employment.
13. Employee receives bonus at contract end upon successful completion of contract at regular time for payroll disbursements. The bonus is contingent upon satisfactory completion of final performance, which means the bonus award is tentative until employee has left. Sums remaining due RMBL will be deducted from bonus payment.
14. Employee evaluations shall be submitted by supervisor no later than 2-3 weeks prior to the end of the contract period.
15. When a supervisor fails to do a written evaluation within these guidelines, employee will not be eligible for a bonus.

Evaluation and Bonus Calculation

There are several important aspects of the evaluation and bonus calculation process that help insure that the results are fair and meaningful. Evaluations are done by employee supervisors based on performance during the season and supported by records gathered during that period. The process is intentionally set up to favor evaluations in the midrange. Evaluations at the poles of the evaluation process may only be concluded based on written records and subject to review and approval by the administration as indicated in the approval section provided below.

#. Evaluation Criteria (Magenta scores require Director review and approval)									
Does not meet expectations (DNM)		Requires Improvement (RI)		Meets expectations for position (Meets)			Exceeds expectations for the position. (E)		Far exceeds expectations for the position. (FE)
2	4	6	8	10	12	14	16	18	20
Comment: Comments recommended for "Meets". Required for other scores with specific details including dates and actions. DNM, RI and FE require detailed explanation with dates, actions, dates of Verbal and Written notifications, other specific for score.									

Bonus Calculations for 2015

The evaluation matrix is adjusted to fit with score range represented by structure of the evaluation instrument.

Bonus %		Total Score Range
None	Does Not Meet Requirements (DNM)	43 or Below
None	Requires Improvement (RI)	44 to 79
5%	Meets Requirements (Meets)	80 to 133
10%	Exceeds Requirements (ER)	134 to 169
15%	Far Exceeds Requirements (FE)	170 to 200

Number of Seasons at RMBL \_\_\_\_\_ (add 2 percentage points to bonus % for each consecutive year that Employee is returning)

Performance Bonus % =

Required Approvals

Supervisor Name: \_\_\_\_\_ (Print)

Supervisor Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Director of Finance and Operations: \_\_\_\_\_ Date: \_\_\_\_\_

Required Approvals for DNM, RI & FE

Executive Director: \_\_\_\_\_ Date \_\_\_\_\_



## RMBL Evaluation Form for Seasonal Employees

Rev. July 8, 2015

The purpose of this form is for Heads of Staff to evaluate their seasonal employees.

Name of Employee:

Date of Evaluation:

Evaluator:

**Notes to Evaluator:** Provide specific, concrete examples as comments to support any notations that are either better or worse than mid-range. Ratings should not be a surprise to employees. This form may productively be provided and discussed with employees at the start of the season and an informal mid-term rating and consultation may be offered at employee request.

1. Quantity of Work (Work completed and promptness of completion)									
Far below amount expected for position and/or team.		Below normal quantity expected for position and/or team.		Normal quantity expected for position and/or team.			Exceeds quantity of work expected for position and/or team.		Far exceeds quantity of work expected for position and/or team.
2	4	6	8	10	12	14	16	18	20
Comment									

2. Quality of Work/ Job Knowledge and Skills (Accuracy of work, knowledge of job/ equipment)									
Far below what is expected for position or team. Frequent rework and direction is required; lacks job knowledge in most or all areas.		Quality is below what is expected for position or team; often required to re-work or make corrections; lacks job knowledge in some areas.		Generally work is completed at an acceptable quality level the first time with little or no re-work required. Demonstrates required level of job knowledge & skills for the position.			Almost never requires re-work. Quality is at a level above what is expected for position or team; job knowledge & skills exceed expectations for the position.		Work never needs to be redone. Quality is well above the normal expectation for the position or the team. Job knowledge/skills far exceed expectations for the position.
2	4	6	8	10	12	14	16	18	20
Comment									

3. Dependability (Punctual, follows through on assignments/direction, completes tasks on time)										
Takes excessive or long breaks and /or is frequently late for work. Does not follow through on projects or does not follow direction. Does not complete assignments on time and allows or supports same from team.		Occasionally takes excessive or long breaks and/or is late for work. Must be reminded to follow through, follow direction and complete assignments on time. Is occasionally late completing tasks and allows same from team.		Punctual and works all required hours, follows through on projects and follows direction, completes assigned tasks on time and requires the same from team.			Punctual and works all required hours, and uses work time more effectively than expected. Follows through on all projects, follows direction and completes tasks on time or ahead of schedule. Leads and encourages team to do the same.		Punctual and works all required hours, and uses work time far more effectively than expected. Often works extended hours to address critical issues. Follows through on all tasks and follows directions. Is a role model for completing tasks on time or ahead of schedule. Leads and encourages team to do the same.	
2	4	6	8	10	12	14	16	18	20	
Comment										

4. Initiative (Searches out new tasks and/or expands abilities professionally and personally)										
Almost always needs to be told to move self or team on to the next task and may require being told more than once. Refuses to learn new skills.		Regularly needs to be told to move self or team on to the next task. Resists learning new skills or increasing abilities.		Generally moves self or team on to next task without being told or asks for additional tasking. Strives to increase skills and abilities of self and team.			Immediately moves self and team on to next task without being told, finds additional tasking for self or team. Strives to increase skills and abilities of self and team.		Immediately moves self or team onto next task, finds additional tasking for self or team continually looks for additional projects for self or team to complete. Strives to increase skills and abilities of self and team.	
1	2	3	4	5	6	7	8	9	10	
Comment										

5.Required Supervision and Direction										
Requires constant direct supervision and oversight of all tasking and/or does not provide support or encouragement to team.		Often requires direct supervision and additional clarification from supervisor when completing assigned tasks and/or often needs reminding or assistance.		Completes most tasking with little supervision or additional clarification after initial assignment of tasks; provides productive support and encourages team.			Requires almost no supervision in order to complete assigned tasks, asks for or finds additional tasks to complete both personally and leads team to do the same. Provides leadership, encouragement.		Requires almost no supervision in order to complete assigned tasks, completes additional tasks, personally helps others complete their tasks and leads team to do the same. Provides exceptional leadership supervision and oversight to team.	
1	2	3	4	5	6	7	8	9	10	
Comment										

6. Volunteers for and Participates in Community Initiatives and Projects										
Does not participate or volunteer for any events.		Minimally participates or volunteers for events.		Participates or volunteers regularly.			Actively participates and encourages participation and volunteerism.		Takes a lead role in events and volunteers regularly.	
1	2	3	4	5	6	7	8	9	10	
Comment										

7. Uses Safety Equipment where Required and Conducts all Activities in a Safe Manner										
Conducts work or activity within the townsite in an unsafe manner. Encourages unsafe work or activities.		Must be reminded often to work safely. Does not support safe work practices among others and in the community.		Regularly observes safe work practices and supports same in others.			Is proactive and advances safe work practices including support for others to work safety.		Participates in improving safety in the work place and the community helping to identify hazards.	
2	4	6	8	10	12	14	16	18	20	
Comment										

8. Respects RMBL Property, Tools, Equipment and Supplies										
Is careless with tools and equipment or supplies, items are not returned or turn up missing after use. Property is damaged.		Is sometimes careless with tools and equipment or supplies and allows them to be misplaced or not returned.		Regularly puts tools and equipment away properly, safeguards RMBL property. Uses supplies prudently and as intended.			Always puts tools and equipment away properly, safeguards RMBL property and supplies. Encourages others to do the same.		Always puts tools and equipment away properly, safeguards RMBL property and supplies. Encourages others to do the same and helps develop appropriate means to insure tools, equipment, property and supplies are conserved.	
2	4	6	8	10	12	14	16	18	20	
Comment										

9. Maintains a Clean and Hazard Free Work Place										
Refuses to or regularly does not maintain workplace free from hazards.		Must be reminded often to maintain a workplace free from hazards and allows same from team.		Takes adequate care to maintain a workplace free from hazards and requires same from team.			Maintains hazard free work area and voluntarily provides additional care in larger departmental work areas. Encourages team to maintain a workplace free from hazards.		Maintains hazard free work area, voluntarily provides additional care in larger department work areas and in other work and community areas. Provides leadership in reducing hazards and encourages others to do the same.	
1	2	3	4	5	6	7	8	9	10	
Comment										

10. Communication/Teamwork/Conflict (Communicates, cooperates, deals positively with conflict)										
Does not convey necessary information to leadership, coworkers, RMBL users and the public; does not accept constructive criticism or does not work well with others. Tends to be a source of conflict and often works to provoke or spread conflict (at work or in the community).		Occasionally does not convey necessary information to leadership, coworkers, RMBL users and the public. Occasionally has conflict with coworkers, supervisor, other work groups, RMBL users and the public that interfere with productivity. Does not deal with conflict in a constructive manner and allows coworkers to do the same.		Communicates effectively with leadership, coworkers, RMBL users and the public by disseminating appropriate information to all leaders, coworkers, RMBL users and the public. Works well with others. Accepts constructive criticism and tends to deal with conflict in a constructive manner. Resolves most conflicts quickly and requires the same from coworkers.			Communicates effectively with leadership, coworkers, RMBL users and the public by disseminating appropriate information to all. Works well with others and discourages spread of unproductive rumors. Contributes positively to team efforts within group and community. Deals with conflict in a constructive manner and helps diffuse the conflicts of others, encourages others to do the same.		Communicates effectively with leadership, coworkers, RMBL users and the public by disseminating appropriate information to all. Proactively addresses unproductive rumors taking steps to insure that correct information is communicated. Works well with others, accepts constructive criticism and contributes positively to team efforts within the work group and the community. Effectively diffuses conflict between groups or individuals provides leadership and encourages others to do the same.	
2	4	6	8	10	12	14	16	18	20	
Comment										

11. Attitude (Demeanor in dealing with coworkers, community, users and tasking)										
Exhibits a destructive attitude toward work, coworkers, organization, and users. Discourages communication and cooperation with work or community.		Often demonstrates a negative attitude toward work, coworkers, organization, and users.		Generally has a positive attitude toward work, coworkers, organization, and users.			Has a positive attitude toward work, coworkers, organization, and users. Encourages a positive attitude among others.		Always has a positive attitude. Requires and encourages others to have a positive attitude. Is active in fostering positive morale within the organization.	
1	2	3	4	5	6	7	8	9	10	
Comment										

12. Conduct/Behavior at Work and/or in the Community										
Conduct is generally disruptive, offensive or creates a disturbance. Does not follow rules and policies.		Conduct is often inappropriate and causes some disturbance. Needs to be advised occasionally to modify behavior.		Conduct is non disruptive, professional. Is a good neighbor and gets along well with others in the community.			Very professional and non disruptive. Does not participate in counterproductive behavior.		Very professional and non disruptive. Does not participate in counterproductive behavior and takes a leadership role in actively help minimize such behavior from others in the larger organization or community.	
2	4	6	8	10	12	14	16	18	20	
Comment										

13. Supervisor Additional Comments (Optional in support of adding or deducting up to 10 points)
Based on commentary and examples cited above add or deduct up to 10 points _____

Total of the above scores \_\_\_\_\_  
(Possible 200)

**Check One for 2015**

	<b>Rating Category</b>	<b>Bonus</b>	<b>Score</b>
	Does not meet Requirements (DNM)	None	Total score of 43 or below
	Requires Improvement (RI)	None	Total score of 44 to 79
	Meets Requirements (Meets)	5%	Total score of 80 to 133
	Exceeds Requirements (E)	10%	Total score of 134 to 169
	Far exceeds Requirements (FE)	15%	Total score of 170 to 200

Name of Employee: \_\_\_\_\_

Number of Seasons at RMBL \_\_\_\_\_ (add 2 percentage points to bonus % for each consecutive year that Employee is returning)

Performance Bonus % (Bonus + Seasons adjustment) = \_\_\_\_\_

Required Approvals

Supervisor Name: \_\_\_\_\_ (Print)

Supervisor Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Director of Finance and Operations: \_\_\_\_\_ Date: \_\_\_\_\_

Required Approvals for DNM, RI & FE

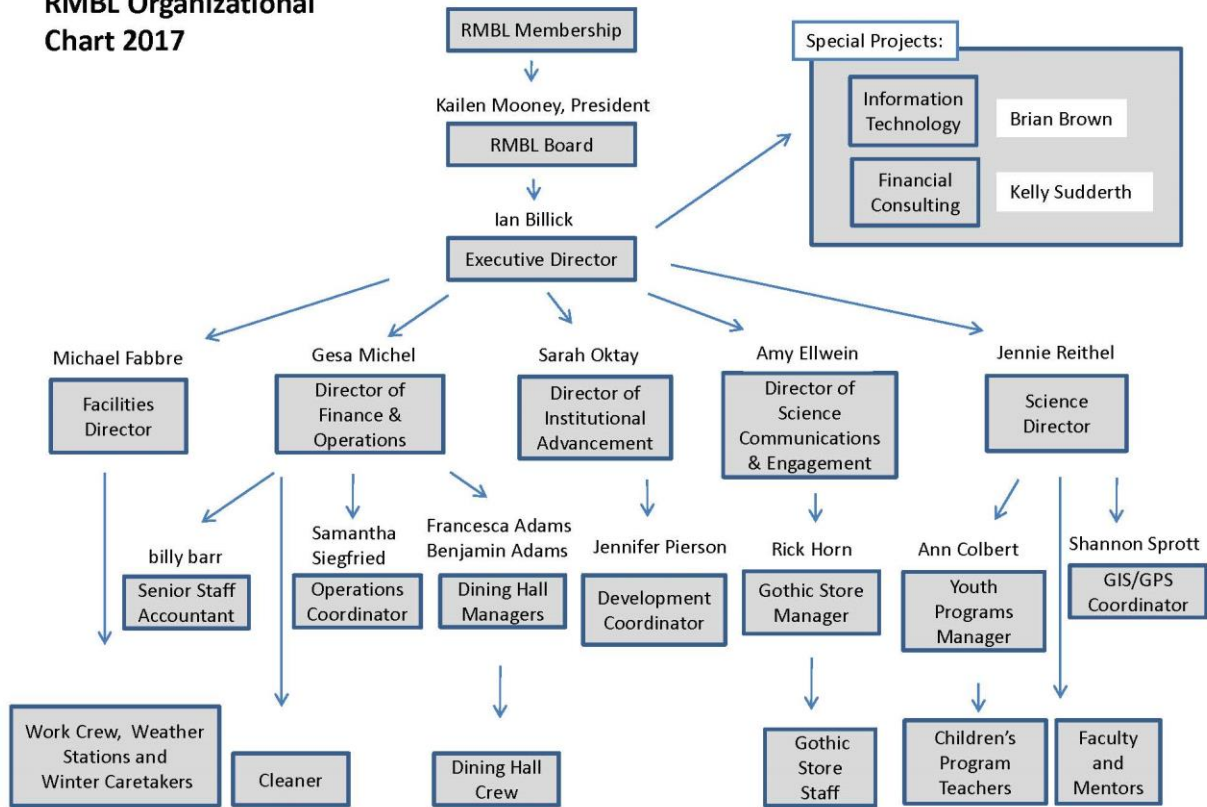
Executive Director: \_\_\_\_\_ Date \_\_\_\_\_

**Employee Comments:**

Employee  
Signature: \_\_\_\_\_ Date: \_\_\_\_\_

### XIII. Appendix C: Organizational Chart, 2017

**RMBL Organizational Chart 2017**





## **XIV. Staff Descriptions – Summer 2017**

### Executive Director - Ian Billick

Manages all department heads. See Executive Director for staff or user conflicts not resolved by the Director of Finance and Operations and any donation or alumni related questions or inquiries.

### Director of Institutional Advancement – Sarah Oktay

Manages RMBL's development efforts including identifying and cultivating donors, directing our foundation and corporate giving program, and planning and executing special fundraising campaigns. See the Director of Institutional Advancement if you have questions or comments about RMBL's fundraising needs and/or making a donation to RMBL.

### Science Director – Jennie Reithel

Handles all aspect of research and education being conducted in and around Gothic. See the Science Director if you have questions about where to place research sites, coordinating ground disturbance with research, renting lab space, or any other research related questions. Direct questions to the Science Director regarding, coursework/student questions and storage questions.

### Director of Finance and Operations (DFO) – Gesa Michel

Manages daily operations of RMBL, including the Dining Hall, logistics, office, housing, visitors, and overnight groups. Oversees RMBL's financial systems. Manages human resources and IT. Direct questions to the DFO concerning housing, visitors, travel, employment, staff or user conflicts.

### Facilities Director – Mike Fabbre

Directs RMBL Physical Plant department. Responsible for maintenance work required at buildings and for townsite facilities, including: managing work crew, maintaining buildings and vehicles, recycling, trash, water, outhouse pumping, etc. Oversees contractors for facility renovation and construction projects. Advises senior management on regulatory requirements including workplace safety, ensuring that the organization is advancing compliance with applicable regulations.

### Director of Science Communication and Engagement – Amy Ellwein

Develops new Informal Science Education (ISE) program initiatives. Implements adult outreach programs and science communication in collaboration with Development. Helps RMBL scientists communicate more effectively with the public.

### Senior Staff Accountant – billy barr

Operates RMBL's finances. See billy to get paid, pay bills, to make change for laundry, and chocolate.

### Operations Coordinator – Samantha Siegfried

Handles general office and user needs. Stop by the office to check in or out, to get a parking permit, send faxes, mail packages, and ask general questions or to find out whom to ask if you're not sure.. Report any emergencies to the office.

Development Coordinator – Jennifer Pierson

Responsible for logistics for all public and donor focused events. Supports the Development department with all development functions.

Youth Programs Manager – Ann Colbert

Oversees and manages all aspects of the RMBL children's program. In the spring she also works on special projects in the Informal Science Education department.

Dining Hall Co-Managers – Francesca & Benjamin Adams

Manage all aspects of the dining hall including: staff, meals, ordering food, and coordinating with events.

GIS/GPS Coordinator – Shannon Sprott

The GIS/GPS Coordinator oversees the Geographic Information Systems (GIS) and Global Positioning Systems (GPS).

Store Manager – Rick Horn

Manages the Gothic Store and accompanying staff and delivers RMBL messaging to all Visitor's Center guests.

IT Network Engineer – Brian Brown

The IT Network Engineer is responsible for RMBL's network, including the wireless, wired, and Firewall.

Emergencies

Call 911 for all health-related emergencies for users of the Lab and in the East River Valley. Other emergencies include: water loss, water breaks, fires, propane leaks, and cows within the fence line. During office hours: please contact the office or send an e-mail to [utilityATrmbi.org](mailto:utilityATrmbi.org). Outside office hours: send an e-mail to [utilityATrmbi.org](mailto:utilityATrmbi.org) or contact the Director.

## **XV. Appendix D: Board Review**

This document was reviewed by board members Carol Johnson and Bruce Driver in April/May 2009.

The non-discrimination policy is established in our Articles of Incorporation, which is a document belonging to the State of Colorado and the RMBL Board of Trustees.

The retirement policy will be adopted by Board Resolution the summer of 2009.