

DENVER BOARD OF WATER COMMISSIONERS

Meeting Date: March 26, 2014

Board Item: II-C-2

**Personnel Policy Changes
Incorporating Recreational Marijuana into Drug and Alcohol Policies**

Action by Consent

Action

Information

The legalization of marijuana in Colorado for recreational sale, possession and use has raised questions about its use by Denver Water employees. These proposed amendments to the *Personnel Policies* result in no substantive changes to current practice, they simply notify employees that it is a violation of Denver Water policies for employees to possess, use, or be impaired by marijuana while at work, regardless of whether the marijuana was lawfully obtained.

Recommendation:

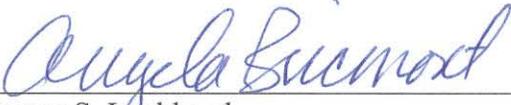
It is recommended that the Board approve the attached Personnel Policy changes.

Approvals:

Respectfully submitted,



Patti Wells
General Counsel

for 

James S. Lochhead
CEO/Manager



Gail Cagle
Director of Human Resources