

Meeting Date: 11/12/13

**Personnel Policy Changes
Chapter 5 Non-Classified Employees**

Action by Consent

Action

Information

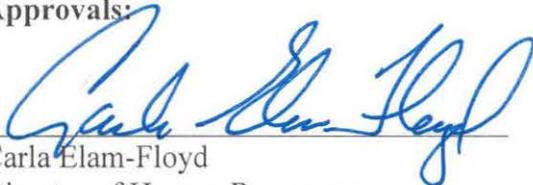
5-2 Temporary Workers, Section 5-2-(1) One result of the recent healthcare reform legislation is that certain temporary workers may become eligible for an employer's health care benefits if they meet the legislation's definition of "full-time worker." After careful consideration of Denver Water's employment of temporary workers, and especially seasonal workers, and the legislation, the Executive Team and CEO decided to limit the term of temporaries directly hired by Denver Water to a term of four months. All temporary employees who are expected to be needed for a longer term will be hired through a staffing agency, so as to limit Denver Water's liability for providing health care benefits. All temporary employees are limited to two-year maximum period of employment.

Recommendation:

It is recommended that the Board approve the Personnel Policy changes as noted above.

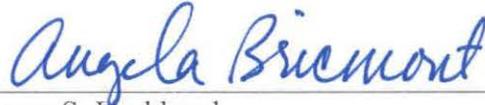
Approvals:

Respectfully submitted,



Carla Elam-Floyd
Director of Human Resources

for



James S. Lochhead
CEO/Manager



Patti Wells
General Counsel



Terri Bryant
Controller