

DENVER BOARD OF WATER COMMISSIONERS

Meeting Date: June 13, 2013

Board Item: V-A-1 3

Personnel Policy
5-2-(2) Services Provided by Retirees

Action by Consent

Action

Information

Denver Water’s retirement plan document prohibits retirees from being rehired as employees. On occasion, Denver Water has needed to engage retirees to provide particular services without an established procedure for doing so. The proposed changes to the personnel policies establish the two appropriate methods for engaging retirees to provide needed services.

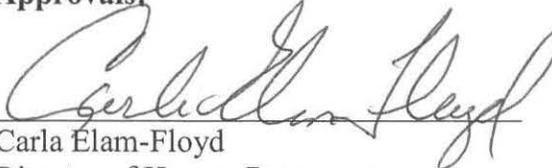
Recommendation:

It is recommended that the Board approve the following change Chapter 5 of the Personnel Policy:

NEW SECTION TO BE INSERTED AT 5-2-(2)

5-2-(2) Obtaining Services From Retirees. Former Denver Water employees who have retired under the Denver Water Employees’ Retirement Plan are not eligible to be hired as temporary workers. If a Division Director can establish that the retiree possesses specific knowledge or skills that cannot be easily found elsewhere in the labor pool, retirees may be hired through a staffing agency or pursuant to an agreement if the services to be provided by the retiree meet the criteria established by the Internal Revenue Service for an independent contractor.

Approvals:


Carla Elam-Floyd
Director of Human Resources

Respectfully submitted,


James S. Lochhead
CEO/Manager


Patricia Wells
General Counsel