

DENVER BOARD OF WATER COMMISSIONERS

Meeting Date: January 22, 2014

Board Item: II-B

Personnel Policy Changes Chapter 2 General Employment Policies Chapter 11 Corrective Actions

Action by Consent

Action

Information

These proposed revisions to Denver Water's anti-nepotism policy modernize an outdated policy that prohibits the hiring of an applicant if it would result in the employment by Denver Water of more than two relatives. The numerical limitation has resulted in the rejection of excellent job candidates, and is not operationally practical. The revised policy is better focused on avoiding family-related conflicts of interest or other improprieties. It explicitly states its purpose is to minimize the conflicts of interest, impropriety and workplace disruption that can result from having numerous family members in the same public workplace. It also better defines "supervise" and "working unit" so that enforcement actually achieves the rule's policy goals while providing more flexibility for transferring or reassigning employees to avoid a rule violation. The revisions also include a new cause for corrective action for violations of the rule or for failure to disclose a family relationship, and have added relationships created by civil unions to the definition of family relationships.

Recommendation:

It is recommended that the Board" approve changes to Chapter 2 and Chapter 11.

Approvals:

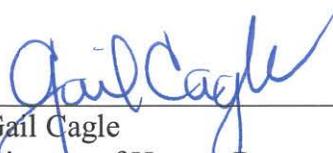
Respectfully submitted,

for 

Patti Wells
General Counsel



James S. Lochhead
CEO/Manager



Gail Cagle
Director of Human Resources



Terri Bryant
Controller