

Denver Board of Water Commissioners

Title:

PERSONNEL POLICY CHANGES

Meeting Date: 6/10/2009

Contract/Proposal

Action by Consent

Action

Information

This agenda item requests Board approval for changes to the Personnel Policies required .

A change was made to **Chapter 1** to add the definition of Provisional Employee.

Chapter 8, Section 8-4

Changes were made to this section to clarify the difference between an introductory period for a new employee and a probationary period for a promoted employee.

Chapter 12, Section 12-8

Changes were made to better define the consequences faced by an employee who does not successfully complete a probationary period.

Chapter 14, Section 14-10 Family and Medical Leave

New regulations regarding Family and Medical Leave (FML), and the implementation of Military Family Leave, require changes to Denver Water's Personnel Policies. The changes to FML policies are minor and define "continuing care" and allow Denver Water personnel to contact an employee's health care provider directly.

Military Family Leave provides two significant protected leave options to employees. The first generally allows employees to take leave to assist family members who have been called to active duty. The second allows employees to take leave to care for family members who have returned from active duty with a serious injury or illness.

RECOMMENDATION:

It is recommended that the Board approve revisions to Personnel Policies, Chapter 1, Chapter 8, Chapter 12 and Chapter 14.

Approvals:




Manager Approval:

Documents Attached:

 File Attachment