

DENVER BOARD OF WATER COMMISSIONERS

Meeting Date: September 11, 2013

Board Item: V-A-3

**Personnel Policy Changes
Chapters 2, 3, 14**

Action by Consent

Action

Information

These proposed changes to the Personnel Policies reflect Colorado's adoption of the Colorado Civil Union Act ("CCUA"), which allows same-sex couples to enter into civil unions, and the Supreme Court's overturning of the federal Defense of Marriage Act ("DOMA"). The CCUA states that for all intents and purposes, partners to a civil union are considered spouses, and Colorado will recognize same-sex marriages and civil unions obtained in other jurisdictions. The overturning of DOMA means that parties to same-sex marriages are entitled to the same federal benefits as married couples, (e.g., FMLA rights). The proposed changes to the personnel policies ensure that employees who are parties to civil unions are treated equally to employees in traditional marriages.

The proposed policy changes would extend medical, dental and vision benefits to partners of employees who are in a civil union, and would allow an employee to use sick leave and FMLA leave to care for a partner in a civil union. Other changes would redefine "relative" in the bereavement leave policy to include relatives created by a civil union, and would include parties to a civil union in the list of protected classes covered by Denver Water's anti-discrimination and anti-harassment policies.

We also are recommending that Denver Water begin offering spousal life insurance coverage to parties to a civil union and domestic partners. That recommendation, however, does not require a policy change, but only modification of our life insurance policy.

Recommendation:

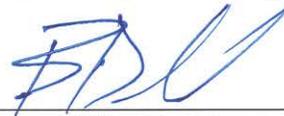
It is recommended that the Board adopt the attached amendments to the Personnel Policies, and approve offering spousal life insurance coverage to parties to a civil union and domestic partners.

Approvals:

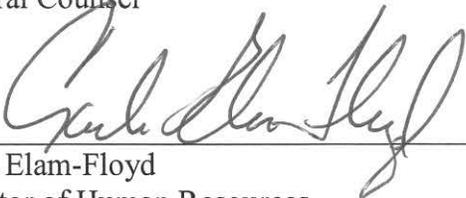
Respectfully submitted,



Patti Wells
General Counsel



for James S. Lochhead
CEO/Manager



Carla Elam-Floyd
Director of Human Resources