

DENVER BOARD OF WATER COMMISSIONERS

Meeting Date: October 18, 2010

Board Item: V-B-1

CHANGE TO PERSONNEL POLICIES

Action by Consent

Action

Information

This policy change allows full-time regular employees to use FMLA after the birth of a child, or placement of a child for adoption or foster care, on a reduced leave schedule. Current policy allows new parents to take up to 12 consecutive weeks of FMLA. A new parent also can seek supervisor approval to work part-time with reduced pay and benefits, and without FMLA protection. The policy change would give supervisors authority to approve a part time FMLA leave schedule, for a defined period, within 26 weeks of the birth of a child, or placement for adoption or foster care. Exempt and non-exempt employees would be allowed to use accrued vacation and sick leave to make up the difference in pay and benefits between a full- and part-time schedule. This policy change would encourage an earlier return to work for employees who otherwise would take off a full 12 weeks, and would allow an employee who could not afford to take a full leave of absence or to work part-time, the option to use accrued sick and vacation leave in increments to spend time with a new family member. Any reduced FMLA leave would count against an employee's annual 12 week FMLA allotment.

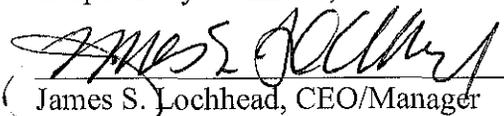
Recommendation:

It is recommended that the Board approve revisions to Personnel Policies 14-10-(1) Family and Medical Leave.

Approvals:


Carla Elam-Floyd, Director of Human Resources

Respectfully submitted,


James S. Lochhead, CEO/Manager