

DENVER BOARD OF WATER COMMISSIONERS

Meeting Date: February 25, 2015

Board Item: II-A-5

**Personnel Policies Amendments
Regarding Post-Employment Corrective Action**

Action by Consent

Action

Information

It is recommended that the Board amend Sections 11-1-(2) and 11-1-(2)(b)(v) of the *Personnel Policies* to provide the notice required by due process that corrective action may apply to employees after termination of employment. The first amendment provides that Denver Water may proceed with corrective action where an employee voluntarily terminates employment while corrective action is pending. The second change defines restitution to include post-employment actions, i.e., withholding funds from the employee's last paycheck, reducing the lump sum payment for leave accruals, or seeking restitution through the legal process.

Recommendation:

It is recommended that the Board approve the changes to the following sections of the *Personnel Policies* contained in the attachment:

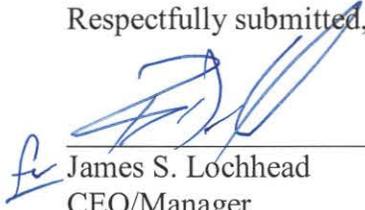
- Section 11-1-(2) Corrective Action
- Section 11-2-(2)(b)(v) Restitution

Approvals:

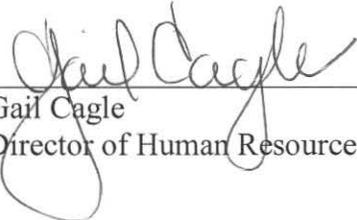
Respectfully submitted,



 Patricia L. Wells
 General Counsel



 James S. Lochhead
 CEO/Manager



 Gail Cagle
 Director of Human Resources