

DENVER BOARD OF WATER COMMISSIONERS

Meeting Date: February 11, 2015

Board Item: II-A-4

**Personnel Policies Changes
to Section 14-10-(1) Regarding Family Leave Following the Birth, Adoption or
Foster Care of a Child**

Action by Consent

Action

Information

It is recommended that the Board adopt changes to Section 14-10-(1)(g) of the *Personnel Policies*. The current policy provides that two employees who are married or in a civil or domestic union may take a combined total of 12 weeks family leave after the birth, adoption or placement of a foster child. The proposed revision would allow each parent/employee to take up to 12 weeks of family leave, for a combined total of up to 24 weeks of leave.

It also is recommended that the Board delete Section 14-10-(1)(j)(ii) of the policies. This change would allow employees to use donated sick leave during the period following the birth, adoption or placement of a foster child.

Both of these revisions are family-friendly, expected to be rarely used, and, if used, would further the goal of decreasing accrued leave balances.

Recommendation:

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

Section 14-10-(1)(g) Family Leave for Birth, Adoption or Foster Care Placement when Both Parents Work at Denver Water.

Section 14-10-(j)(ii)

Approvals:

Respectfully submitted,



Patricia L. Wells
General Counsel



James S. Lochhead
CEO/Manager



Gail Cagle
Director of Human Resources