

DENVER BOARD OF WATER COMMISSIONERS

Meeting Date: September 10, 2014

Board Item: II-A-4

**Personnel Policies Changes  
to Section 8-5 Regarding "Notice of Demotion"**

Action by Consent

Action

Information

It is recommended that the Board delete **Section 8-5. Demotions.** This is essentially a housekeeping change. The current rule requires a Notice of Demotion under a very limited set of circumstances. In practice, employees who are being considered for demotion receive notice through other procedures, including corrective action and disability review. The section is unnecessary.

Recommendation:

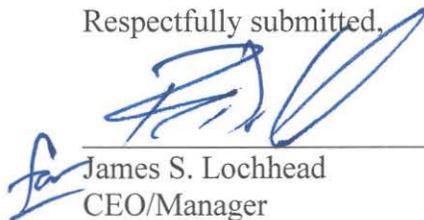
It is recommended that the Board approve the changes to the following sections of the *Personnel Policies* as contained in the attachment:

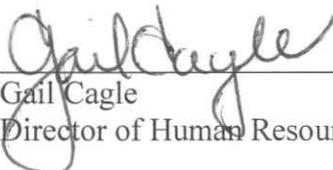
Section 8-5 – Demotion (Deletion of Section)

**Approvals:**

Respectfully submitted,

  
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Patricia L. Wells  
General Counsel

  
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James S. Lochhead  
CEO/Manager

  
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Gail Cagle  
Director of Human Resources