

DENVER BOARD OF WATER COMMISSIONERS

Meeting Date: April 14, 2010

Board Item V-B-1

Revisions to Personnel Policies

Action by Consent

Action

Information

Chapter 6 - Drug and Alcohol Policies and Definitions and Chapter 11 – Corrective Action. Changes in these chapters have been made because of new state rules regarding medical marijuana.

Section 6-1-(2)(e) – Medical Marijuana, this revision incorporates a definition of Medical Marijuana
Section 6-3-(2)(a) – Corrective Actions for Violations of Drug and Alcohol Policy; Termination Mandatory. This revision includes the use of Medical Marijuana in the conditions requiring mandatory termination for employees required to have a driver’s license or is identified as Safety Sensitive.

Section 11-2-(1)(q) – Corrective Actions. This revision includes Medical Marijuana in the causes for corrective action.

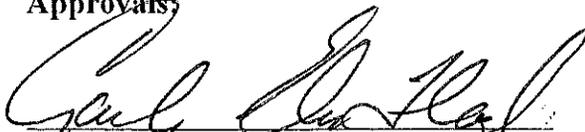
Chapter 11 – Corrective Actions

Section 11-2-(1)(m) Causes for Corrective Action. This section previously allowed Denver Water to impose corrective action on employees who failed to attend, or to be truthful during, hearings, corrective action conferences or change in job status conferences. As modified, it also requires employees to attend and be truthful during any type of investigation permitted by the Personnel Policies (i.e. internal complaint investigations and internal audit investigations).

Recommendation:

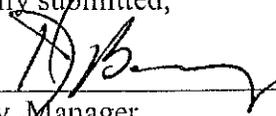
It is recommended that the Board approve revisions to the Personnel Policies as described above.

Approvals

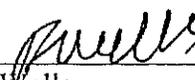


Carla Elam-Floyd, Director of Human Resources

Respectfully submitted,



H. J. Barry, Manager



Patricia L. Wells,
General Counsel