



# Detroit Water and Sewerage Department

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## Legislation Details (With Text)

**File #:** 21-0401      **Version:** 1      **Name:**

**Type:** Resolution, BOWC      **Status:** Approved

**In control:** Office of the General Counsel

**On agenda:** 2/17/2021      **Final action:** 2/17/2021

**Title:** The Board of Water Commissioners for the City of Detroit rescinds the Detroit Water and Sewerage Department's employee handbook entitled *The Way We Work*, published November 5, 2014, with exception of policies entitled Work Rules, Work Safely Rules, Corrective Action, Disciplinary Guidelines and Point System, and Policy 202.2 - Attendance, which shall automatically expire on June 30, 2021, and authorizes the Director to take such other action as may be necessary to accomplish the intent of this vote.

**Indexes:** Board of Water Commissioners

**Code sections:**

**Attachments:**

Date	Ver.	Action By	Action	Result
2/17/2021	1	Board of Water Commissioners	approved	Pass

The Board of Water Commissioners for the City of Detroit **rescinds the Detroit Water and Sewerage Department's employee handbook entitled *The Way We Work*, published November 5, 2014, with exception of policies entitled Work Rules, Work Safely Rules, Corrective Action, Disciplinary Guidelines and Point System, and Policy 202.2 - Attendance, which shall automatically expire on June 30, 2021, and authorizes the Director to take such other action as may be necessary to accomplish the intent of this vote.**

### Agenda of February 17, 2021 Item No. 21-0401

**TO:** The Honorable  
Board of Water Commissioners  
City of Detroit, Michigan

**FROM:** Debra N. Pospiech, Chief Administrative Officer  
Water and Sewerage Department

**RE:** Rescission of *The Way We Work* Employee Handbook.

### MOTION

Upon recommendation of Debra N. Pospiech, Chief Administrative Officer, the Board of Water Commissioners for the City of Detroit **rescinds the Detroit Water and Sewerage Department's employee handbook entitled *The Way We Work*, published November 5, 2014, with exception of policies entitled Work Rules, Work Safely Rules, Corrective Action, Disciplinary Guidelines and Point System, and Policy 202.2 - Attendance, which shall automatically expire on June 30, 2021, and authorizes the Director to take such other action as may be necessary to accomplish the intent of this vote.**

## **BACKGROUND AND JUSTIFICATION**

While the Detroit Water and Sewerage Department operated the water and sewerage systems for the region, it created an employee handbook entitled *The Way We Work* that contained DWSD policies, rules and guidelines related to human resources, benefits, disciplinary, attendance, safety and other matters. DWSD published *The Way We Work* on November 5, 2014. Over the course of approximately 18 months, this Honorable Body reviewed, revised and enacted policies related to Human Resources, Customer Service, Finance, Administration, Information Technology, and Operations that supersede all prior policies, rules and guidelines in *The Way We Work*.

However, since the Board enacted policies related to work rules, attendance, corrective action and discipline in the middle of a fiscal year and in the middle of the performance evaluation period; we will keep those policies in effect for consistency and fairness until the 2021 Performance Evaluation period ends on June 30, 2021.