



## Alamance County Board of Commissioners

### INFORMATION ITEM AGENDA ITEM

**MEETING DATE:** 7/17/2023

**DATE SUBMITTED:**

**FROM:** Heidi York

**DEPT:** County Manager

**AGENDA TITLE:** County Manager's Report

**TO:** Alamance County Board of Commissioners

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#### ISSUE/ACTION REQUESTED:

As part of the County Manager's Report, there are six policies that have been developed. The Manager is keeping the Board informed of the needs of the organization and soliciting input and feedback from the Board on these policies.

#### BACKGROUND/PURPOSE OF REQUEST:

The need for two new policies was made clear during the departmental budget meetings with the Manager: Certification Pay and On Call Compensation. These two policies will bring a consistent and uniform practice for compensating employee who obtain advanced certification relevant to their positions or employees who job duties require them to be on-call and work afterhours. The other four policies have been developed to enhance the culture of our workplace by further supporting our employees. These are four new policies, modeled after similar policies found within other local governments: Parental Leave; Volunteer Leave; Bereavement Leave; and Wellness Leave. The full policies are included along with a summary memo. These policies have been reviewed internally with Department Directors and are awaiting feedback from the Board before they become effective.

#### RECOMMENDATION:

Review the policies and provide feedback to the Manager

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#### ATTACHMENTS:

Policy Memo

Certification Pay Policy

On Call Compensation Policy

Parental Leave Policy

Volunteer Leave Policy

Bereavement Leave Policy

Wellness Leave