

Current Page	Current Section	Current	New Page	Proposed Change	Comment
11	Article I Section 3B, 1b	Health benefits in 90 days	11	Health coverage will start the 1st of the month following the 30 day wait period	We are outside the norm at 90 days. Most counties provide coverage at 30 days or the first of the month following a 30 day wait period. Serves as a barrier for recruiting some. 90 days was the max allowed under ACA. Asking this be effective 1-1-18 to coordinate with BCBS
12	Article I Section 3.6, 2 <sup>nd</sup> paragraph	Losing covered status for promotion/transfer		Deleting	This is a barrier to those applying for promotion or moving between departments. We did retain for those employees transferred due to a RIF
12	Article I, Section 4, First paragraph	Aggregate service not recognized for benefits	13	Revised to allow an exception	We revised to allow for an exception. We will recognize aggregate service for annual leave accrual from any North Carolina employer who pays into the State retirement system. Felt like this hampered our ability to recruit candidates, especially those with experience.
13	Article I, Section 4 Definition Appointing Authority	There was a typo that affected the definition	13	Streamlined the definition	No change in intention
13	Article I, Section 4 Definition Whistleblower Hotline	Directed to public concerns	14	Addition of Employee Protection Hotline	Directed at encouraging employees to speak up when they have a concern
			15	Article I, Section 4 Definition of Salary	Added definition
15	Article I, Section 4 Trainee Definition		16	Added "his/her designee"	Cleaned up inconsistency of language with corresponding appointing authority and added language on designee. This is throughout the ordinance.
16, 17	Article I, Section 6	Limits BOC ability to interact with staff; give directives; misdemeanor	16-17	Kept chain of command but took out misdemeanor; BOC can ask but not give directive	
17	Article I, Section 7	County Manager section	17	Added designee language	
17	Article I, Section 8	HR Director section	17	Added designee language	
18	Article I, Section 8 B	HR Director section	18	Added designee language	
18	Article I, Section 9 A		18	Added ASAP	Cleaned up vagueness of language for reporting absence and added "must" to adhere to leave policy

23	Article III, Section 5 E	Ability for CM to award bonuses, incentives	23	Limited to within departmental budget and reported to the BOC within a timeframe	
23	Article III, Section 7		23	Added appointing authority and designee language	
24	Article III, Section 8 A; Section 9 A	Limits on salary were not being followed currently and gave final approval to CM which allowed for exceptions	24	All raises to be recommended by the departmental director and approved by the CM and/or HR Dir and restricts raises to be within the BOC approved salary plan and within departmental budget	
24	Article III, Section 8 B			Make consistent with what we decided in earlier section; employees do not lose covered status with promotion or transfer	Article 1, Section 6 – references covered status too
25	Article III, Section 10 C	County Manager section	25	Added designee and appointing authority language	
26	Article III, Section 10, P			DELETED	Exempt employees no longer receive 40 hours of comp time; no longer can sell comp time but can use accrued comp time as leave.
27	Article III, Section 13		27	Added language to define the measure to base the CPI on and the date that the amount will be determined	
28	Article IV Section 3 D	County Manager section	28	Added designee and appointing authority language	
30	Article IV Section 7 C, Section 8 C	“Corresponding” authority	29, 30	Deleted “corresponding” and added appointing authority	

32	Article IV Section 13 A and 1.		32	Deleted language no longer needed based on 24 vs 12 mos for covered status; also added designee and appointing authority language	
32	Article IV Section 13 A 2		32	Deleted language on losing covered status with promotion or transfer	Reference with Article Section 4 2 <sup>nd</sup> paragraph
35, 36	Article V Section 1 A3; Section 3.A, and 3A1		34-35	Added designee and appointing authority language	
37	Article V Between Sec 4 & 5		36 New Section 5	Added new section: Employee Protection and No Retaliation	New section that encourages employees to speak up and voice their concerns and refers to the "Employee Protection and No Retaliation Policy" added in Appendix N
39	Article V, Section 7		38 New Section #8	Added appointing authority language	
38	Article V Sec 6		37,38 New Section #7	Changed the Title to "No Retaliation for Workplace Discrimination or Harassment and Complaints under the Workplace Violence Policy	Title added language to distinguish from the Employee Protection and No Retaliation (new section)
39-40	Article V Section 8 A. B. and E.	Limitation of Employment of Relatives	38-39 New Section #9	Added language and took out old language – cleaned up Expanded definition of immediate family	Basically CM must approve safeguards when there is the potential for a conflict of interest and BOC must approve any appointments, hires for relatives of CM and any previous relationships of direct or indirect reporting.
40	Article V Section 8 E	No Retaliation	39 New Section #9	Added language if relationship changes to romantic to notify; Added language to allow for instances when family member of CM is hire or appoint with BOC approval	
40, 41	Article V Section 9		39 New Section #10	Added section on limitations of consensual or romantic relationships in the workplace	

53	Article VI Section 34	Annual Leave Conversion	50		Employee no longer has to retain a week of Annual Leave to sell
53	Article VI Section 35	New section	50	Voluntary Shared Leave added and added Voluntary Shared Leave Policy – Appendix L	Must be approved by the Dept Dir of the employee who will receive the leave and then final approval by CM
58	Article VII Section 4H	Retirement Incentive Options	55	Changed the title to "Retirement Benefit Options"	
60	Article VII Section 4 J	2014 ERI		DELETE	Recommending that we give employees notice and then delete this option effective 12/1/2017
62	Article VIII A and Section 3. B		59	Added appointing authority language; designee language	
64	Article VIII Section 5 C.	Any reduction in force employee accepting a transfer shall be subject to a new six month at-will period.	61		Kept this current language
64	Article VIII Section 6 D4	Severance for RIF	61	Added language if offered a county job that is within 10% of current salary then no longer eligible for severance	
65-69	Article VIII Section 7, 2B. & 7, 2C & Section 10 A, D, and D8	"Corresponding" authority	62-66	Added appointing authority language; designee language	
69	Article VIII Section 10 E		66	Added language on the time frames to mirror OSHR around final decision from a PDC	
70	Article VIII Section 11.	Placement on Suspension with Pay	66	Placement on Investigatory Status with Pay	
70	Article VIII Section 13	"Corresponding"" authority	67	Language on designee and appointing authority	
72	Article IX. Grievance Procedure		68	Added "or applicable state and federal laws."	
72-75	Article IX Section 3 & 4 & 5	"Corresponding"" authority	68-71 Section 5 is now Section 7	Language on designee and appointing authority	

	Article IX Section 5		70	New Section - Employee Protection and No Retaliation	
92	Appendix F Section 3 & 4		88	Defines role of HR Dir in doing the investigation; took out specific name replaced with positions	
95	Appendix G: No Retaliation Policy		91	No Retaliation Policy for Discrimination and Harassment Complaint or Complaints under Workplace Violence Policy	Changes the title for greater specificity
99	Appendix H Section 9	"inappropriate" personal	95	"unacceptable" personal	
99	Appendix H Section 10		95	Designee and County mangerr language added	
101	Appendix I – BC Drug and Alcohol Testing Policy		97		
114	Appendix K Respectful Workplace Policy		108	Under no retaliation section added information on where to report concerns including the Employee Protection hotline	
117	Appendix L Policy of Domestic Partnership Benefit Coverage			DELETE Coverage for Domestic Partners	Grandfather in those that currently participate in this benefit; give them notice about their tax liability; County not to pay
			111	Added Appendix L Voluntary Shared Leave Program	
118	Appendix M – BC ERI Plan Effective July 1, 2016		115	DELETE 12/1/2017	
118	Appendix M		115	Details changes of ERI	Added I, II, and III to the current policy
			118	Added Appendix N: Employee Protection and No Retaliation Policy	