



## **Buncombe County Board of Commissioners**

### **Request for Board Action**

**Meeting Date: 4/2/2019**

#### **New Business**

**Department: Risk Assessment and Employee Benefits      Presenter(s): Curt Euler**

**Contact(s): Curt Euler, Rachael Nygaard, Eric Hardy, and Lee Crayton**

**Subject: Grant Funded Position Policy**

**Brief Summary: The Personnel Ordinance is relatively silent concerning the hiring and employment of employees in grant-funded positions. The purpose of this policy is to clearly identify the benefits to be provided to employees in time-limited positions that are fully funded by grant funds received from external agencies.**

**Recommended Motion & Requested Action: Approve policy and apply to employees who were hired before the date of adoption, but are covered by the provisions of the policy, so they receive benefits retroactive to their date of hire. The policy states that employees in fully funded grant positions are eligible to earn leave; enroll in Group Health, Group Dental, and Flexible Spending Account benefits; become a member of the North Carolina LGERS, and other benefits set forth in Article VII in the Personnel Policy. In situations where the grant covers less than 100% of the costs, the policy states that federal and state requirements dictate what benefits are to be provided and the County Manager has the authority to reduce the level of additional benefits provided based on the proposed budget. Finally, this policy stipulates that employees in grant-funded positions are considered at-will employees who are not eligible to receive covered status. It also specifies that employees in grant-funded positions are not eligible for severance pay when the grant funding ends.**

**County Manager's comments and Recommendation:**