



## Buncombe County Board of Commissioners

### Request for Board Action

**Meeting Date: 11/7/2023**

#### Public Hearings

**Department:** Human Resources

**Presenter:** Sharon Burke, HR Director

**Contact(s):** Sharon Burke

**Subject:** Amendment to the Personnel Ordinance & Approval of the Alternate Workforce Policy

**Brief Summary:** This request seeks to amend the Personnel Ordinance by removing sections covering Code of Conduct, Discipline, Separation, Non-Discrimination & Anti-Harassment, and Grievance, each of which will become separate policies and standard operating procedures.

Furthermore, we are revising the Conflict-of-Interest policy to include operating procedures and introducing a new Alternate Work policy, which outlines our just-in-time workforce strategy and establishes criteria for the maximum duration and benefits for temporary workers.

#### Recommended Motion & Requested Action:

- Consider approving the amended Personnel Ordinance, including the creation of stand-alone policies, the revision of the Conflict-of-Interest Policy, and the introduction of the new Alternate Workforce Policy.

**County Manager's comments and Recommendation:** Recommends approval.