REQUEST FOR BOARD ACTION

ITEM NO. 17

DATE OF MEETING: August 1, 2011

REQUESTED BY: Rick Benton, County Manager

SHORT TITLE: Resolution Amending the Pender County Holiday Schedule

BACKGROUND: Due to the economic and financial difficulties the Board has been unable to provide a cost of living or performance based salary increases to County employees since 2008. Board members have discussed informally a desire to recognize and compensate County employees for their commitment and work during this challenging time. An option that has been discussed, and which has been used in other jurisdictions, is to consider granting additional holidays to County employees during FY 11-12. An amended holiday schedule would be approved only for FY 11-12. It is recommended the County Commissioners consider designating three additional holidays for FY 11-12.

One option is for the Board to designate all three of the holidays (after surveying county employees for their input). The holidays could be tied to an existing holiday such as Christmas, Easter, or Thanksgiving, and County offices would be closed. Another option is for the Board to designate two of the holidays (and offices would be closed), and the third holiday could be at the discretion of each employee in collaboration with their supervisor, and of course County offices would not be closed.

The cost of providing three additional holidays is estimated at $203,703 (including salary and benefits).

SPECIFIC ACTION REQUESTED: To consider a resolution authorizing three additional holidays for FY 11-12, to designate as the BOCC desires, after employee survey and input.

COUNTY MANAGER'S RECOMMENDATION

Respectfully recommend approval. If approved, County employees will be surveyed and a recommendation brought back to the BOCC for an amended holiday schedule.

PB
Initial

RESOLUTION

NOW, THEREFORE BE IT RESOLVED by the Pender County Board of Commissioners that:

the Board hereby approves amending the County's holiday schedule for FY 11-12 to include three additional holidays to be designated by the Board of Commissioners after input from the County's employees. The Chairman/County Manager is authorized to execute any/all documents necessary to implement this resolution.

AMENDMENTS:

MOVED_____ SECONDED_____

APPROVED_____ DENIED_____UNANIMOUS

YEA VOTES: Brown___ Tate ___ Rivenbark ___ Ward___Williams ___

_____ _____
George R. Brown, Chairman Date

_____ _____
ATTEST Date