



Board of Commissioners

Work Session Agenda

Tuesday, November 12, 2019 – 2:00 PM
Wake County Justice Center, Room 2800

MEETING CALLED TO ORDER: Chair Jessica Holmes

I. PLANWake Comprehensive Plan

Tim Maloney, Planning Development and Inspections Director

For roughly a year, County staff have been laying the groundwork for a Comprehensive Plan. The County's plan, called PLANWake, will inform the County's long-term growth policies and investments. In this meeting, staff will share feedback received from the public, a tentative vision and goals framework, and selected growth approaches. Staff requests the Board's feedback on these preliminary concepts and approaches.

Attachments:

1. Presentation

II. Classification and Compensation Study Results

Angela Crawford, Human Resources Director

In 2018, staff began working on a plan to modernize the County's classification and pay systems. This is needed to recruit and retain highly qualified employees, meet the needs of our evolving County workforce, and foster employee development. In this presentation, staff will cover the development process used to create the proposed structures. Staff will also describe the new classification structures, market pay ranges, and these changes affect employees. Commissioners will receive the information and ask follow-up questions. Staff seek the Commissioners' consensus to bring the new structures to the Board for formal adoption at the November 18 regular meeting.

Attachments:

1. Presentation

III. Public Agency Funding Process

Bill Greeves, Chief Information and Innovation Officer

This topic continues the Board's discussion of nonprofit funding approaches. On Monday, November 4, the Great Government Committee considered specific questions about the process. The committee provided feedback to staff that SmartStart should be removed from the process, and that all nonprofits applying for public agency funds will



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compete for FY21 allocations. The full Board will discuss this in work session and may affirm this direction or provide different direction to staff.

Attachments:

1. Presentation

IV. Policy Workflow Items

County Commissioners

Each item below is a Commissioner request for additional staff capacity or budgetary resources. For each requested item, staff has devoted up to four hours of time to understand, scope, and frame the item at Commissioner request.

Staff request direction from the Board. The Board may refer an item to a committee for further discussion, direct staff to bring an action item to a regular meeting, authorize no additional staff capacity, or take other appropriate steps.

Title	Description	Staff Input
Paid Leave for the Care of a Family Member with a Serious Health Condition	Commissioner Holmes requested staff to research paid leave for the care of a family member with a serious health condition. Leave for the serious health condition of a parent, spouse or child is a qualifying event for requesting leave under the Family Medical Leave Act (FMLA). Employees approved for this type of FMLA event may use annual, sick or donated leave or leave without pay to cover the time away from work. The County does not pay for this type of leave. The only county paid family is parental leave.	Staff has allocated roughly four hours of capacity to studying this topic and would need Board approval prior to additional work.
Chair Holmes	Staff reviewed the conditions of this type of leave usage for 2018 and 2019 and found that roughly 100 people have used on average 3 weeks of this type of leave with less than 10% using leave without pay. Staff is not aware of any jurisdictions other than Mecklenburg County providing paid leave to care for a parent, spouse or child with a serious health condition.	The Board might consider one of these options: 1) Approve additional staff capacity to address questions raised by the Board on this issue 2) Do not approve additional staff capacity or further consideration 3) Other approaches deemed appropriate by the Board

Attachments:

1. Leave Data – Accruals and Usages

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