

RESOLUTION

INTRODUCED BY: Michael S. James, County Manager **DATE:** 12/7/20

SUBJECT AREA Administrative **PRESENTED BY:** Hall

RESOLUTION: Approving Three (3) Additional Days of Vacation for 2021

ACTION REQUESTED:

The Board is requested to approve three (3) additional days of vacation for 2021.

HISTORY/BACKGROUND:

The impact of COVID-19 has been felt across every department in Lenoir County. Since March of 2020, all Lenoir County Employees have worked extremely hard to ensure services are provided to the citizens of Lenoir County. During this time, we have established that tele-working does work and that productivity can remain high. While maintaining these services, our employees have been worried about their health, as well as the health of their loved ones. Along with health concerns, many employees are having to deal with childcare issues simultaneously. With this new operational agility comes a different set of risks to employee wellbeing. Employee fatigue and burnout is a great concern in which we wish to address.

EVALUATION:

Human Resources request the Board to approve three (3) additional days of vacation for all full-time Lenoir County Employees. Several departments, such as Emergency Services, the Sheriff's Office, and DSS, have had many employees absent due to exposure to COVID-19. The remaining employees have stepped up and taken on additional job responsibilities to keep operations moving for Lenoir County Government. Deep fatigue and extreme stress, combined with other anxieties around COVID-19 and the lack of a clear endpoint, are likely to result in a reduction in employee wellbeing and engagement. Allotting more vacation time gives employees breathing room from the inescapable pressures many are facing during this time. Employee burnout is a real prospect in which we hope to avoid by approval of this Resolution.

These three (3) additional days will be coded as "Lenoir" time in our Munis HR System. This way, supervisors, as well as Department Manager's, will know when the time has been exhausted. The additional days will be available for use starting January 1, 2021, and must be exhausted by December 31, 2021.

MANAGER'S RECOMMENDATION: Approve Deny

RESOLUTION: NOW THEREFORE BE IT RESOLVED:

by the Lenoir County Board of Commissioners, that three (3) additional days of vacation be approved for use starting January 1, 2021, through December 31, 2021.

FUNDING SOURCE:

AMENDMENTS

MOVED:

SECOND:

APPROVED:

DENIED:

UNANIMOUS:

YEA VOTES:

Sutton
 Harris

Best
 E. Rouse

Daughety
 C. Rouse

Cummings

Linda Rouse Sutton, Chairman

12-07-20

Date

ATTEST

12-07-20

DATE