

City Council – Action Request Form

Date: September 13, 2022

To: Mayor, Mayor Pro Tempore, and Members of the City Council

From: Johnnie Taylor, Assistant City Manager
Dr. Marquis H. Barnett, Human Resources Director

Council Action Requested:

Resolution Amending Articles II and II of the City of Winston-Salem Personnel Resolution Authorizing the City Manager to Offer Competitive Market Adjustments, Permitting Adjusted Seniority for Newly Hired Employees, and Authorizing In-Service Vacation Payouts for City Employees

Strategic Focus Area: Service Excellence

Strategic Objective: No

Strategic Plan Action Item: No

Key Work Item: No



Summary of Information:

In an ever-changing employer landscape, retention tools are invaluable. This item authorizes the City Manager to implement a policy to manage added provisions of exceeding competing outside job offers by up to 5% in order to retain qualifying employees.

As a means of attracting and retaining top talent, this measure would permit the City of Winston-Salem to adjust vacation time accrual rates for new employees hired on or after October 1, 2022 with creditable service in the North Carolina Local Governmental Employees' Retirement System. This item also authorizes the City Manager to implement an administrative policy allowing City employees to receive up to two annual payouts of some of their accrued vacation leave balance without being away on leave.

Committee Action:

Committee	<u>CDHGG 9/13/22</u>	Action	<u>Approval</u>
------------------	----------------------	---------------	-----------------

For	<u>Unanimous</u>	Against	<u></u>
------------	------------------	----------------	---------

Remarks: