



TOWN OF CHAPEL HILL

Town Hall
405 Martin Luther King Jr.
Boulevard
Chapel Hill, NC 27514

Legislation Details (With Text)

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Title:	Amend the Personnel Ordinance to Convert the Funeral Leave to a Broader Personal Leave.				
Sponsors:					
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Attachments:	1. AN ORDINANCE AMENDING CHAPTER 14, ARTICLE VIII, SECTION 14-85 TO CHANGE FROM FUNERAL LEAVE TO PERSONAL LEAVE (2022-06-15/O-1)				

Date	Ver.	Action By	Action	Result
6/15/2022	1	Town Council	adopted	Pass

Amend the Personnel Ordinance to Convert the Funeral Leave to a Broader Personal Leave.

Staff:

Cliff Turner, Director

Department:

Human Resource Development

Overview: The Town Ordinance allows for employees to use leave up to the equivalent of 3 workdays each calendar year for Funeral Leave. This leave has no monetary value if not used within the year. The Employee Forum has approached Human Resources, Business Management and the Manager's Office asking to modify this Ordinance, 14-85, to allow the 3 days of leave to be used for Personal Leave, that the employee can use at their discretion and that provides the employee more work life flexibility.

Many of our area Municipalities and Counties either have had or are expanding their Leave programs to allow for Personal Leave outside of normal annual (vacation) and sick leave. This month Governor Roy Cooper issued an Executive Order allowing Personal Leave days for all Departments in the State that report to his Office and encouraged other State agencies to follow his lead. We are seeing an increase in requests from employees for personal leave that is not for vacation or illness. They are seeking time off for child-care issues, child involvement in schools and programs, as well as their own mental and emotional well-being.

**Recommendation(s):**

That the Council amend the Code of Ordinances to grant employees Personal Leave by converting the Funeral Leave to a broader pay for personal reasons.

**Attachments:**

- Ordinances

AN ORDINANCE AMENDING CHAPTER 14, ARTICLE VIII, SECTION 14-85 TO CHANGE FROM FUNERAL LEAVE TO PERSONAL LEAVE (2022-06-15/O-1)

WHEREAS, the Town of Chapel Hill offers Benefits for Town Regular Employees; and

WHEREAS, the Town of Chapel Hill has an Ordinance authorizing leave for Funerals; and

WHEREAS, the Employee Forum has approached Human Resources, Business Management and the Manager's Office asking to modify this Ordinance, 14-85, to allow the 3 days of leave to be for Personal Leave, that the employee can use at their discretion and provides the employee more work life flexibility.

NOW, THEREFORE, BE IT ORDAINED by the Council of the Town of Chapel Hill that Chapter 14, Article VIII, Section 14-85 Funeral leave. of the Code of Ordinances, Town of Chapel Hill, North Carolina, is hereby amended to read as follows:

"Sec. 14-85. - ~~Funeral~~ Personal leave.

With approval of the immediate supervisor, an employee may be granted leave with pay for personal reasons. ~~to attend a funeral.~~ Such leave shall be limited to three (3) calendar equivalent days per fiscal year (July-June)."

This ordinance is effective on July 1, 2022.

This the 15th day of June, 2022.

The Agenda will reflect the text below and/or the motion text will be used during the meeting.

By enacting the ordinance, the Council amends the Code of Ordinances to grant employees Personal Leave.