

10.30.2014

Memo

To
Board of Commissioners

Comments:

From
William Neal,
General Manager

You will find three documents in you Board Packets for the November 4, 2014 Special Meeting. Each of the Options will have modifications requested by the Board at the October 29, 2014 Special Meeting.

CC
Jack McCarty,
Office Manager

Option A anticipates the Board will adopt the "Employee Total Compensation" Policy. If the Board adopts the "Employee Total Compensation" Policy it will require modifications to the Proposed Employee Manual. The changes are not material changes. They make reference to the policy and its purpose and harmonize a timing issue for call-back response.

Re
Total Compensation
Policy and Employee
Manual

Option B anticipates the Board will not adopt the "Employee Total Compensation" Policy but want to have the salient points from the policy incorporated into the Employee Manual.

Option C anticipates the Board will not adopt the "Employee Total Compensation" Policy and will not want to incorporate the salient points form the policy into the Employee Manual. Option C is will adopt the original proposed Employee Manual with only the changes requested by the Board in the "Tobacco Use" and "Hiring of Relatives" sections.

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