



Human Resources

Jim Harner, Chief Human Resources Officer

Districts All

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TO: Dr. Jackie R. McMorris, County Manager
FROM: Jim Harner, Chief Human Resources Officer
DATE: June 13, 2023

PURPOSE

To approve the revision of the Compensation Policy, Education Incentive Pay Policy, Nepotism Policy, No Harassment and No Discrimination Policy, Parental Leave Policy, Performance Appraisal Policy, and Progressive Discipline Procedures; and approve the adoption of the Americans with Disabilities Act (ADA) Policy.

BACKGROUND

These revisions provide policy updates as determined by Human Resources and the County Attorney's Office relative to County practices and procedures, and/or as requested by management. They provide support for management actions/decisions relating to: 1) unlawful discrimination against individuals with disabilities, 2) compensation, 3) incentive pay for higher education, 4) employment of relatives, 5) harassment and discrimination, 6) paid parental leave, 7) performance appraisal procedures and 8) progressive discipline procedures.

IMPACT STATEMENT

N/A

FUNDING

N/A

RECOMMENDATION

The Board of Commissioners approve the revision of the Compensation Policy, Education Incentive Pay Policy, Nepotism Policy, No Harassment and No Discrimination Policy, Parental Leave Policy, Performance Appraisal Policy, and Progressive Discipline Procedures; and approve the adoption of the Americans with Disabilities Act (ADA) Policy.

ATTACHMENTS

1. Compensation Policy
2. Education Incentive Pay
3. Nepotism Policy
4. No Harassment No Discrimination Policy
5. Parental Leave Policy
6. Performance Appraisal Policy
7. Progressive Discipline Policy
8. ADA Policy