

CONVERTING LEAVE TO SALARY COSTS**SECTION 4.01****Effective Date: October 15, 2015****Updated and Approved: June 22, 2017** **Approved By: Governing Board****Revised Date: June 5, 2017**

It is the policy of the Governing Board to allow the Executive Director to develop a procedure to allow for conversion of agency leave to salary for certain employees of the organization.

BACKGROUND:

Certain segments of the business economy are in the practice of paying higher than normal wages for certain occupations in exchange for reduction of certain fringe benefits including leave (vacation, holidays, personnel days, sick leave etc.)

In order to remain competitive, the Executive Director will issue a procedure that may provide equivalent values for these benefits and compensate for these benefits in addition to the customary agency hourly rates.

All other non-leave fringe benefits required by agency policy will not be affected.