



Item:

Resolution No. 2025-08 Adoption of Changes to the Employee Handbook

Requested Action:

The Board is asked to approve this Resolution.

Background:

Resolution 2025-08 updates the Employee Handbook as follows:

- Adoption of Section 2.95 Employee Performance and Evaluation, which formalizes performance expectations, evaluation processes, and professional development resources to ensure clarity and accountability for all employees.
- Deletion of Section 4.15 "Floating Holidays" to reduce redundancy, as its contents are already addressed under Section 8.60 "Holidays"
- Amendment of Section 8.60 "Holidays" to clarify explicitly that floating holidays apply to eligible employees only, aligning with organizational intent and policy application
- Amendment of Section 4.60 "Family and Medical Leave Act (FMLA)" to ensure compliance with federal guidance and to clarify the organization's policy regarding reimbursement for employer-paid health insurance during unpaid leave.
- Amendment of Section 7.10 "Diversity, Equity and Inclusion" to strengthen the Trust's DE&I policy by aligning it with current federal and state guidelines and reinforcing its commitment to merit-based employment practices while promoting an inclusive culture.

Attachments

Resolution 2025-08

Programmatic Impact:

N/A

Fiscal Impact:

N/A

Recommendation:

Staff recommends approval