

ORDINANCE \_\_\_\_\_

ORDINANCE APPROVING REVISIONS TO THE BUNCOMBE COUNTY PERSONNEL ORDINANCE

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WHEREAS, by authority granted to counties in Chapter 153A, Article 5, and Chapter 126 of the North Carolina General Statutes this Board has heretofore passed a Personnel Ordinance is to establish a personnel system that shall promote a fair and effective means of employee recruitment and selection; develop and maintain an effective and responsible work force; promote understanding, cooperation, equal treatment, and efficiency; and provide the means for removal of unsatisfactory employees;

WHEREAS, at the direction of the Board, and following review by Buncombe County personnel, certain revisions to the Personnel Ordinance have been suggested in light of new management structure and the best interests of County Government;

WHEREAS, the revisions to the Personnel Ordinance center on the following:

- a. Define policy specific to hiring of relatives;
- b. Establish a cap and require public reporting for incentives;
- c. Remove County Manager authority for bonuses;
- d. End all open Early Retirement Incentive policies;
- e. Remove barriers for employees and elected officials to openly communicate;
- f. Establish Employee Protection Hotline;
- g. Broaden no retaliation policies;

WHEREAS, this Board is of the opinion that it is in the best interests of the citizens and residents of the County to revise and replace the Buncombe County Personnel Ordinance.

NOW, THEREFORE, BE IT RESOLVED by the Board of Commissioners for the County of Buncombe as follows:

1. That Appendix M: 2014 Buncombe County Employee Retirement Incentive Plan (effective July 1, 2016) of the Buncombe County Personnel Ordinance shall only be effective through close of business on December 1, 2017 after which date said Appendix M shall be void and of no force and effect.
2. That Appendix L: Policy of Domestic Partnership Benefit Coverage of the Buncombe County Personnel Ordinance shall be deleted upon adoption of this Ordinance. Any and all employees enrolled in the program for Domestic Partnership Benefit Coverage as of

this date may continue with the coverage as same is currently in effect and each such employee's coverage may continue only for so long as the relationship with the domestic partner the employee identified when enrolling in the program remains active. That is, once the employee's domestic partner relationship with his/her current partner ends then such coverage will no longer be available.

3. That each and every other of the terms and conditions of the Buncombe County Personnel Ordinance is hereby revised and replaced in its entirety as set forth in the document attached to this agenda referenced as "Revised Ordinance for Adoption" and titled "Personnel Ordinance, Buncombe County, North Carolina, Revised October 3, 2017;"
4. That if any section, subsection, clause or phrase of this ordinance is, for any reason, held to be invalid, such decision shall not affect the validity of the remaining portions of this ordinance;
5. That all ordinances and clauses of ordinances in conflict herewith be and are hereby repealed to the extent of such conflict; and
6. That these ordinance amendments are effective upon adoption.

Adopted this the \_\_\_\_ of October, 2017.

ATTEST

BOARD OF COMMISSIONERS FOR THE  
COUNTY OF BUNCOMBE

\_\_\_\_\_  
Kathy Hughes, Clerk

By: \_\_\_\_\_  
Brownie Newman, Chairman

APPROVED AS TO FORM

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County Attorney