

ORDINANCE _____

ORDINANCE AMENDING THE BUNCOMBE COUNTY PERSONNEL ORDINANCE

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, Buncombe County staff have recommended certain revisions to the definition of "salary" for purposes of Longevity Compensation as same is set forth in Art. VII, Section 4, D, of the Buncombe County Personnel Ordinance;

WHEREAS, it is recommended that for purposes of Longevity pay that only an employee's base pay be considered; and

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

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

1. That Art. VII, Section 4, D. 2, Amount of longevity pay, is amended to read as follows:

Annual longevity pay amounts are based on the length of aggregate total service to Buncombe County. The amount of payment shall be based on length of service and the annual salary of the employee in existence on the eligibility date of December 1. **For purposes of Buncombe County Longevity Compensation for all Buncombe County employees, except for EMT's, "annual salary" means base annual pay only as set forth and established through each employee's current position classification and does not include annual leave sales, benefits, incentives, bonuses and other forms of deferred compensation. Because EMT's work mandatory overtime, EMT's Longevity Compensation is based on a prorated salary – straight hourly at 112 hours biweekly without including the overtime pay.**

2. 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;

3. That all ordinances and clauses of ordinances in conflict herewith be and are hereby repealed to the extent of such conflict; and
4. That these ordinance amendments are effective upon adoption.

Adopted this the ____ of November, 2017.

ATTEST

BOARD OF COMMISSIONERS FOR THE
COUNTY OF BUNCOMBE

Kathy Hughes, Clerk

By: _____
Brownie Newman, Chairman

APPROVED AS TO FORM

County Attorney