

ORDINANCE NO. \_\_\_\_\_

AN ORDINANCE AMENDING BUNCOMBE COUNTY'S PERSONNEL ORDINANCE

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- WHEREAS, pursuant to N.C. Gen. Stat. § 153A-94, a county may by ordinance adopt personnel rules that promote the hiring and retention of capable, diligent and honest career employees;
- WHEREAS, on October 15, 1996, Buncombe County adopted the Buncombe County Personnel Ordinance;
- WHEREAS, on October 3, 2017, the County adopted a comprehensive update to the existing Personnel Ordinance;
- WHEREAS, The Family and Medical Leave Act of 1993 was passed by Congress, and the Act entitles eligible employees of covered employers to take unpaid, job-protected leave for specified family and medical reasons with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave; and
- WHEREAS, this Board of Commissioners is of the opinion that it is in the best interests of the citizens and residents of Buncombe County to offer enhanced benefits of paid leave to qualifying employees for either or both Parental Leave and Family Care Leave.

NOW THEREFORE, BE IT ORDAINED BY THE BUNCOMBE COUNTY BOARD OF COMMISSIONERS THAT:

Section 1. The Personnel Ordinance of Buncombe County as referenced in Section 3-1 of the Buncombe County Code of Ordinances on file with Buncombe County Clerk to the Board of Commissioners shall be amended as follows:

Appendix B: Buncombe County Family and Medical Leave Act of 1993 is deleted in its entirety and replaced with the revised Appendix B set forth in Exhibit "A" attached hereto.

Section 2. All ordinances or portions of ordinances in conflict herewith are hereby repealed.

Section 3. Should any provision of the attached personnel ordinance be declared invalid or unconstitutional by any court of any competent jurisdiction, such declaration shall not affect the validity of the personnel ordinance as a whole or any part thereof which is not specifically declared to be invalid or unconstitutional.

Section 4. That this Ordinance shall be effective upon its adoption.

This the 17<sup>th</sup> day of November, 2020.

ATTEST

BOARD OF COMMISSIONERS FOR THE  
COUNTY OF BUNCOMBE

\_\_\_\_\_  
Lamar Joyner, Clerk

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

APPROVED AS TO FORM

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County Attorney