

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, the Buncombe County Personnel Ordinance was originally adopted by the Buncombe County Board of Commissioners on October 15, 1996;

WHEREAS, many County employees played a crucial role in the response to COVID-19 and this Board amended the Personal Time Off ("PTO") provisions of the Personnel Ordinance to award up to two (2) weeks of PTO to County employees who demonstrated extraordinary personal and professional sacrifice of time and effort in response to this emergency through the mobilization and operations associated with the Buncombe County Emergency Operations Center and County government between March 12, 2020 and May 31, 2020;

WHEREAS, employees were originally directed to use any awarded leave by June 30, 2021, but the length of the pandemic and staffing needs have prevented many recipients from scheduling any time off before that date; and

WHEREAS, the Buncombe County Board of Commissioners desires to amend the Personnel Ordinance for the limited purpose of extending the date by which this leave must be used.

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:

- ARTICLE VI. HOLIDAYS AND LEAVE, Section 33. Personal Time Off (PTO), paragraph G, COVID PTO, is amended as follows:

An employee awarded COVID PTO must use this leave between the date of award and June 30, ~~2021~~ 2022.

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 All ordinances or portions of ordinances in conflict herewith are hereby repealed.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 the ordinance amendments set forth above shall expire on June 30, 2022.

This the 6<sup>th</sup> day of April, 2021.

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