

RESOLUTION NO. _____

RESOLUTION AUTHORIZING THE USE OF INCENTIVE PAY FOR SPECIFIC POSITION CLASSIFICATIONS IN THE HEALTH AND HUMAN SERVICES DEPARTMENT AND RECRUITMENT REFERRAL PAYMENTS TO EXISTING EMPLOYEES.

- WHEREAS, pursuant to N.C. Gen. Stat. § 153A-92, the Board of Commissioners shall fix or approve the schedule of pay, expense allowances, and other compensation of all county officers and employees; and
- WHEREAS, pursuant to Article III, Section 3.A of the Buncombe County Personnel Ordinance, the County Manager may award bonuses and incentive payments up to one thousand dollars (\$1,000.00) per employee and shall report the awarding of the bonuses or incentive payments to the Board of Commissioners within sixty (60) days of the award; and
- WHEREAS, based on staffing numbers and the demanding nature of the job, Health and Human Services Department (herein "HHS") in the Child Protective Services Division (herein "CPS") are losing qualified Investigative Assessment & Treatment Social Workers (herein "IATSW") due to resignation and transfer; and
- WHEREAS, CPS is also having difficulty filling IATSW vacancies in a timely manner; and
- WHEREAS, due to the staffing shortages of qualified IATSWs in CPS, the County Manager is recommending issuing temporary pay allowances for IATSWs and Supervisors within CPS until certain staffing metrics are met or June 30, 2024, whichever comes first; and
- WHEREAS, funding for the temporary pay allowances do not require any new funding and will be covered by lapsed salary within the HHS budget; and
- WHEREAS, the proposed temporary pay allowances per employee may exceed the County Manager's authority as set forth in the Personnel Ordinance and require Commissioner approval; and
- WHEREAS, the Board of Commissioners has determined the temporary pay allowances for IATSWs and Supervisors are necessary to maintain current staffing levels and recruit new employees.

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

1. The County Manager is authorized to award temporary pay allowances to IATSWs and Supervisors in CPS of \$200 per pay period up to a maximum of \$5,200.00 per position/employee.

2. The temporary pay allowance program shall remain in place until twenty-two (22) of the twenty-nine (29) IATSW positions are filled and the new employee has completed pre-service training in CPS or June 30, 2024, whichever comes first.

3. The County Manager is authorized to award employees up to \$750.00 for referrals resulting in new hires recruited for CPS – Investigations positions, Public Safety Communication (911) telecommunicators, and Detention Facility Officers.

4. The County Manager is authorized to develop policies and procedures for implementing the temporary pay allowance and the new hire bonuses subject to the conditions above.

5. This resolution is effective on August 12, 2023.

ADOPTED this the 15th day of August 2023.

ATTEST

**BOARD OF COMMISSIONERS FOR THE
COUNTY OF BUNCOMBE**

Lamar Joyner, Clerk

BY: _____
Brownie Newman, Chairman

APPROVED AS TO FORM

County Attorney