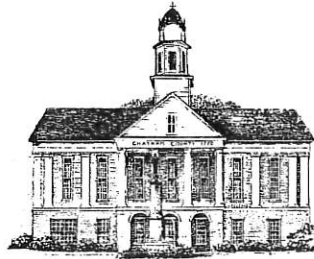


COUNTY OF CHATHAM



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**Resolution Amending the Chatham County Personnel Policy:
 Personnel Advisory Committee**

WHEREAS, the Chatham County Personnel Policy, adopted March 11, 1996, establishes the general guidelines for employees conduct; and

WHEREAS, from time to time it is necessary to amend the Personnel Policy for clarification or to better meet the needs of the employees and the County; and

WHEREAS, internal and external review of the policy identified needed modifications to the policy, and

NOW, THEREFORE BE IT RESOLVED, by the Board of Commissioners of Chatham County, that Personnel Policy be amended as follows:

Article IX, Section 5, subsection A:


By changing to:

- A. There is established a Personnel Advisory Committee, composed of five (5) unbiased and disinterested persons designated by the Board of County Commissioners, with authority to hear employees' grievances and make recommendations to the grieving individual's appointing authority. The membership of the committee will be made up as follows: a representative of Dispute Settlement or other mediation organization, two (2) non-supervisory County employees, and two (2) supervisory County employees. *Should a grievance be filed that involves a hate or bias issue, a representative from the Chatham County Human Relations Committee shall also be on the Board.* County employees appointed to the Committee shall have alternates in case the grievance involves the committee member or his/her department. An employee or the appointing authority may request a hearing, which shall be transcribed or recorded.

Adopted this, the 3rd day of May, 2004.


 Thomas J. Emerson, Chair

ATTEST:


 Sandra B. Sublett, Clerk to the Board
 Chatham County Board of Commissioners