

COUNTY OF CHATHAM

Res.# 2001-02

COMMISSIONERS

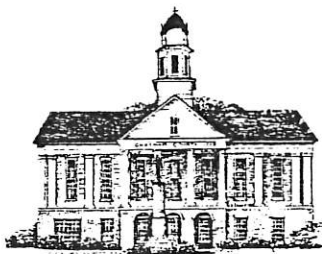
GARY PHILLIPS
Chairman

MARGARET BRYANT POLLARD
Vice Chair

BOB ATWATER

RICK GIVENS

CARL OUTZ



P. O. BOX 87
PITTSBORO, N. C. 27312-0087

ORGANIZED 1770

707 SQUARE MILES

CHARLIE HORNE
County Manager

ROBERT L. GUNN
County Attorney

Phone (919) 542-8200

Fax (919) 542-8272

RESOLUTION AMENDING THE CHATHAM COUNTY PERSONNEL POLICY TO ALLOW FOR EXEMPT EMPLOYEE COMPENSATION IN EXTREME EMERGENCIES

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, Chatham County has experienced several major emergencies in the last five years; and

WHEREAS, when such emergencies occur, employees at all levels contribute to disaster relief and the providing of services to all citizens; and

WHEREAS, currently there are provisions to compensate non-exempt employees during emergency situations; and

WHEREAS, up to this point, any compensation for exempt employees has not been reimbursable by federal disaster relief funds; and

WHEREAS, it is necessary to amend the Personnel Policy to include the provision to allow for the compensation of exempt employees during extreme emergencies.

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

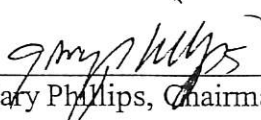
Article III, Section 14

By adding subsection H.: Compensation for Exempt Employees under Extreme Emergencies

- H. Under extreme emergency conditions, the County Manager may determine that such conditions have imposed unusual and severe demands on county operations and employees, and upon such finding may authorize exceptions to the provisions of the overtime procedures stated in subparagraph C of Section 14. The County Manager

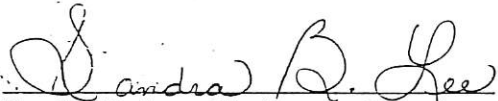
may allow for additional pay or compensatory time for certain exempt/salaried employees who perform essential duties associated with an emergency and who would not ordinarily be eligible for overtime pay. Such additional compensation shall be defined as no more than one (1) hours of compensatory time off for every overtime hour worked or one (1) hour of pay for every overtime hour worked. Such exceptions allowing for additional pay may not apply to the County Manager at the discretion of the Board of County Commissioners. The County Manager shall offer a full report summarizing the fiscal consequences for exceptions to overtime procedures at the first Board of Commissioners meeting following the effective date of the exceptions.

Adopted this, the 19th day of February, 2001.



Gary Phillips, Chairman

ATTEST:



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