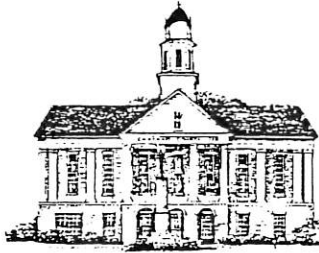


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***RESOLUTION AMENDING
THE CHATHAM COUNTY PERSONNEL POLICY***

WHEREAS, the Chatham County Personnel Policy was adopted on March 11, 1996; and

WHEREAS, from time to time, the Board of Commissioners find it necessary to amend the policy to promote the effective management of personnel and to enhance the County's legal position;

NOW, THEREFORE, BE IT RESOLVED by the Board of Commissioners of the County of Chatham, North Carolina that we do hereby make the following amendments to the Chatham County Personnel Policy:

Section 1: By striking:

Article I, Section 2 (C): Coverage.

4. Temporary employees, as designated by the Board of County Commissioners, shall be subject to all articles except Article VI. Temporary employees shall not be subject to Article VII, except for Section 8A. Temporary employees shall not be subject to Article VIII, except for Sections 1-4.

Section 2: By adding:

Article I, Section 2 (C): Coverage.

4. Temporary employees, as designated by the Board of County Commissioners, shall be subject to all articles except Article VI and Article IX. Temporary employees shall not be subject to Article VII, except for Section 8A. Temporary employees shall not be subject to Article VIII, except for Sections 1-4.
5. Except where expressly exempted from various articles, sections, and subsections, probationary employees shall be subject to all articles except Article IX. Probationary employees shall not be subject Article VIII, except for Sections 1-4.

Section 3: By striking:

Article I, Section 3: Definitions.

- AA. Probationary Employee. An individual appointed to a regular position who has not achieved regular status.
- NN. Temporary Employee. An individual appointed to serve in a position for a definite duration, but not to exceed twelve (12) months.

Section 4: By adding:

Article I, Section 3: Definitions.

- AA. Probationary Employee. An individual appointed to a regular position who has not achieved regular status, and who may be dismissed at any time with or without cause.
- NN. Temporary Employee. An individual appointed to serve in a position for a definite duration, but not to exceed twelve (12) months, and who may be dismissed at any time with or without cause.

Section 5: By striking:

Article IX, Section 2: Coverage.

This grievance procedure applies to all departments and all employees of the County. A grievance is defined as any matter of concern or dissatisfaction arising from the working conditions of an employee, subject to the control of the County.

Section 6: By adding:

Article IX, Section 2: Coverage.

This grievance procedure applies to all departments and all regular employees of the County. A grievance is defined as any matter of concern or dissatisfaction arising from the working conditions of an employee, subject to the control of the County.

Section 7: By striking:

Article VI, Section 10: Other Leave without Pay.

Short-term leave without pay for a period not to exceed two weeks within one calendar year may be granted by a department head to a regular or probationary employee when it is necessary for the employee to be absent from work and he or she has insufficient accumulated leave. The intent of this leave is to allow employees time off for personal or family circumstances of a serious and unavoidable nature. The purpose is not to extend the amount of vacation leave available to employees.

Section 8: By adding:

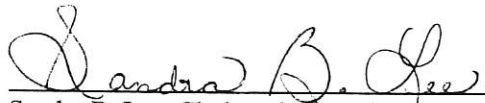
Article VI, Section 10: Other Leave without Pay.

- A. Short-term leave without pay for a period not to exceed two weeks within one calendar year may be granted by a department head to a regular or probationary employee when it is necessary for the employee to be absent from work and he or she has insufficient accumulated leave. The intent of this leave is to allow employees time off for personal or family circumstances of a serious and unavoidable nature. The purpose is not to extend the amount of vacation leave available to employees. During this period, the employee will not be entitled to any other benefits, as outlined in Articles VI and VII.
- B. An extension of leave without pay may be granted by the department head to regular employees who do not meet the service requirements for family and medical leave, but who do meet the conditions under which family and medical leave is granted as outlined in Article 5, Section 9 (B). The total amount of leave without pay granted under this section shall not exceed eight weeks. During this period, the employee will not be entitled to any other benefits, as outlined in Articles VI and VII.

Adopted this, the 2nd day of February, 1998.


Margaret Bryant Pollard, Chair

ATTEST


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