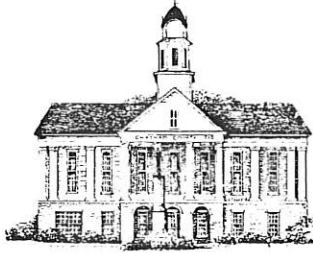


# COUNTY OF CHATHAM

Resolution #96-8

COMMISSIONERS  
UVA HOLLAND, Chair  
BETTY WILSON, Vice Chair  
HENRY DUNLAP  
JOHN GRIMES  
MARGARET BRYANT POLLARD



BEN SHIVAR  
County Manager  
ROBERT L. GUNN  
County Attorney  
Phone (919) 542-8200

P. O. BOX 87  
PITTSBORO, N. C. 27312  
ORGANIZED 1770 707 SQUARE MILES

## CHATHAM COUNTY *Resolution To Adopt a Personnel Policy*

**WHEREAS**, by authority of N.C. G.S. 153A-94, counties may establish policies governing the administration of personnel;

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Commissioners of the County of Chatham that:

**Section 1.** The attached personnel policy is hereby adopted, incorporated by reference, and made a part of this resolution.

**Section 2.** All previous personnel policies, with the exception of the "Chatham County Substance Abuse Testing Policy," are hereby rescinded.

**Section 3.** Leave granted under a policy rescinded by this resolution shall continue under the previous policy for a duration not to exceed the leave period already approved.

**Section 4.** Disciplinary procedures initiated, but not completed, under the previous personnel policy shall be upheld under the new policy, shall be considered as being initiated under the new policy, and shall be resolved through the procedures set forth in the new policy. Procedures begun under the previous policy shall be continued from the point in the new policy equivalent to the point where the procedure had advanced under the previous policy. Additionally, an oral warning issued under the previous policy shall be considered the same as the first written warning under the new policy; an oral warning with follow-up letters issued under the previous policy shall be considered the same as a second written warning under the new policy; and a written warning issued under the previous policy shall be considered as a final written warning under the new policy.

Adopted this, the 11<sup>th</sup> day of March, 1996.

Uva Holland, Chair  
Chatham County Board of Commissioners

**ATTEST:**

Sandra B. Lee, Clerk to the Board  
Chatham County