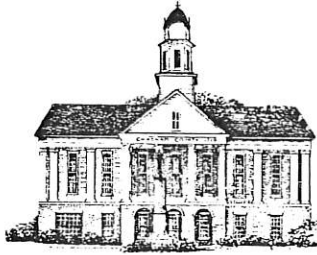


# COUNTY OF CHATHAM

Res. # 96 - 43

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



CHARLIE HORNE  
County Manager

ROBERT L. GUNN  
County Attorney

Phone (919) 542-8200

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

ORGANIZED 1770 707 SQUARE MILES

## ***Resolution Revising Article III, Section 4 of the Chatham County Personnel Policy "The Pay Plan"***

**WHEREAS**, the Chatham County Personnel Policy establishes the general guidelines for employees conduct; and

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

**NOW, THEREFORE BE IT RESOLVED**, by the Board of Commissioners of Chatham County, that the language used in the following language substitute the current Article III, Section 4 in its entirety:

### ***"Section 4: Hiring Rate/Starting Salary.***

The minimum rate established for the class is the normal hiring rate, except in those cases where unusual circumstances appear to warrant appointment at a higher rate. When the County Manager deems it necessary and in the best interest of the County, the County Manager may approve an appointment above the minimum step on the basis of a recommendation by the department head. Above-the-minimum rate appointments will be based on such factors as (1) the qualifications of the applicant being substantially higher than the minimum education and training for the class, (2) a shortage of qualified applicants available at the minimum step, and/or (3) the refusal of qualified applicants to accept employment at the minimum step. Upon successful completion of the probationary period, regular employees will receive a one-step increase. While SPA employees cannot serve a second probationary period, SPA employees who are promoted may receive a step increase following six months of service in the position to which they have been promoted. "

Adopted this, the 2nd day of December, 1996.

A handwritten signature in cursive script that reads "Uva R. Holland".

Uva R. Holland, Chairman  
Chatham County Board of Commissioners

**ATTEST:**

A handwritten signature in cursive script that reads "Sandra B. Lee".

Sandra B. Lee, Clerk to the Board  
Chatham County