

COUNTY OF WASHINGTON

BOARD OF COMMISSIONERS

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JULIUS WALKER, JR.



POST OFFICE BOX 1007
PLYMOUTH, NORTH CAROLINA 27962
OFFICE (252) 793-5823 FAX (252) 793-1183

ADMINISTRATION STAFF:
WILLIAM "BILL" R. SEXTON, JR.
INTERIM COUNTY MANAGER

JULIE J. BENNETT, CMC, NCCCC
CLERK TO THE BOARD
jbennett@washconc.org

CURTIS S. POTTER
COUNTY ATTORNEY
cpotter@washconc.org

RESOLUTION

WASHINGTON COUNTY PERSONNEL POLICY REVISION SECTION UNDER ARTICLE VI, SECTION 4 ENTITLED "VACATION LEAVE"

WHEREAS, The Washington County Personnel Policy includes a section under Article VI, Section 4 entitled "Vacation Leave" which does not clearly permit or prohibit Washington County from providing a newly hired employee with credit for years of relevant prior service with outside employers; and

WHEREAS, this issue is directly related to and impacts the ability to negotiate with and hire candidates for competitive positions which are sometimes difficult to fill; and

WHEREAS, the relatively small population and unique geography of Washington County can also cause additional and significant recruitment difficulties; and

WHEREAS, certain other counties with which Washington County competes for qualified candidates have provided such credit using a variety of methods for doing so, ranging from approval on a case by case basis with no written guidelines, to writing into their respective personnel policies various provisions to expressly provide for the authority and parameters of providing such credit; and

WHEREAS, the Board of Commissioners of Washington County recognizes the need to provide clear direction with respect to this issue, and now desires to update its Personnel Policy to provide very limited flexibility on a case by case basis for offering such credit to a potential candidate in key personnel situations where the failure to do so may negatively impact the ability of Washington County to competitively recruit for such positions.

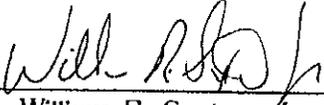
NOW THEREFORE, THE WASHINGTON COUNTY BOARD OF COMMISSIONERS HEREBY RESOLVES AS FOLLOWS:

1. That the following language shall be inserted and incorporated into the Washington County Personnel Policy as Article VI Leaves, Section 4F: Limited Authority to Negotiate Higher Vacation Accumulation Rate to Facilitate Recruitment:

Section 4F: Limited Authority to Negotiate Higher Vacation Accumulation Rate to Facilitate Recruitment:

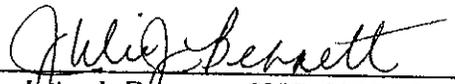
Washington County reserves the right to negotiate a higher rate of accrual for vacation time in extreme cases to facilitate the recruitment of highly qualified and experienced individuals in key positions such as department heads, or positions requiring specialized skills/certifications that are difficult to recruit for. Any such rate should only be offered when it benefits the county to hire an extremely qualified individual with significant experience or specialized skills/certifications directly relevant to the recruited position. Any such rate shall not be arbitrarily negotiated or set, but instead shall be based upon and conform to the applicable rates of accrual for vacation time established by the county by taking into consideration and providing the candidate with credit for the number of years of directly relevant experience possessed related to the recruited position. Any such negotiated rate must be approved in writing by the County Manager prior to the initial date of employment in the recruited position, and shall be reported to the Board of Commissioners.

ADOPTED this date November 2, 2015.



William R. Sexton, Jr., Chair
Washington County Board of Commissioners

Attest:



Julie J. Bennett, CMC, NCCCC
Clerk to the Board

