RESOLUTION

14 -2025

LIFT OF HIRING FREEZE

WHEREAS, on February 10, 2025, the Caldwell County Board of Commissioners issued the following policy and directive; and

1. No new employee may be appointed, hired, or retained.

2. New positions may not be allocated.

3. Departments may not be reorganized.

4. Salary plans or pay grade plans may not be modified or revised.

5. The current classification plan may not be modified.

6. No current employees may be reclassified.

7. Current salary ranges and schedules may not be modified or revised.

8. Merit increases and longevity plans shall continue in full force and effect.

9. This resolution shall not apply to the Caldwell County Sheriff's Office, Register of Deeds, County Board of Elections, Public Health Department, or Department of Social Services, however the county may not reduce or modify the allocation of positions for these entities.

10. The County Manager, Assistant County Managers, Human Resources Director, Supervisors, Managers, and their designees, shall take all necessary steps to implement this resolution.

WHEREAS, a thorough review of the organization's financial position, operational needs, and staffing requirements has been conducted through the process of creating the 2025/2026 fiscal year budget; and

WHEREAS, it has been determined that lifting the hiring freeze is necessary to maintain organizational performance, ensure service quality, and meet current and projected needs; and

NOW, THEREFORE, BE IT RESOLVED that the hiring freeze implemented on February 10, 2025, is hereby **lifted effective July, 1, 2025,** by the Caldwell County Board of Commissioners.

Adopted this the 9 day of June, 2025.

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Randy Church, Chairman of the Board
Caldwell County Board of Commissioners

ATTEST:

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Abby Rich, NCCCC
County Clerk