POLK COUNTY
RECRUITMENT & RETENTION
RESOLUTION

WHEREAS, Polk County, North Carolina, like most regions across the State and Country is experiencing a much higher unemployment rate than normal; and

WHEREAS, Polk County Local Government has had a large number of vacancies in different County departments, including emergency services; and

WHEREAS, these positions have remained vacant for an extended time period, using all the standard recruitment strategies and methods; and

WHEREAS, we understand and are sympathetic to other businesses and organizations experiencing the same staffing difficulties, however, the services Polk County Local Government employees provide to the citizens are deemed essential, and many positions are statutorily required and provide emergency and life safety functions in the community.

Therefore, be it resolved, the Polk County Board of Commissioners enact the following temporary recruitment and retention measures:

> Full-time non-exempt emergency personnel working in the following departments: Sheriff, Jail, Animal Control, School Resource Officers, EMS, and 911 Communications, at the discretion of the County Manager, may be paid overtime hours instead of accruing compensation time beginning in the December 29, 2025 pay period and ending in the June 15, 2026 pay period.
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> Any new person who accepts a full-time regular or part-time regular position with Polk County Local Government between January 1, 2026, and June 30, 2026, will receive a one thousand dollar ($1,000) hiring bonus after they complete the customary probation period

Adopted the 7th day of September 2021. Amended the 20th day of September 2021. Amended the 6th day of December 2021. Amended the 6th day of June 2022. Amended the 3rd day of April 2023. Amended the 19th day of June 2023. Amended the 6th day of November 2023. Amended the 3rd day of June 2024. Amended the 2nd day of December 2024. Amended the 16th day of June 2025. Amended the 15th day of December 2026.

ATTEST:

POLK COUNTY BOARD
OF COMMISSIONERS

Kennedy Freeman
Clerk to the Board

Myron Yoder
Chairman