ORDINANCE NO. _____

AN ORDINANCE AMENDING BUNCOMBE COUNTY'S PERSONNEL ORDINANCE

WHEREAS, pursuant to N.C. Gen. Stat. § 153A-94, a county may by ordinance adopt personnel rules that promote the hiring and retention of capable, diligent, and honest career employees; and

WHEREAS, October 15, 1996, Buncombe County adopted the Buncombe County Personnel Ordinance; and

WHEREAS, on December 2, 2025, the County adopted a comprehensive update to the existing Personnel Ordinance; and

WHEREAS, the Buncombe County Board of Commissioners desires to make additional amendments to the Personnel Ordinance.

NOW THEREFORE, BE IT ORDAINED BY THE BUNCOMBE COUNTY BOARD OF COMMISSIONERS THAT:

Section 1. Section 3-1 of the Buncombe County Code of Ordinances shall be amended as follows:

a. By deleting Section 3-1 in its entirety and replacing it with the following:

"Sec. 3-1. Personnel Ordinance. The Board of Commissioners adopted a revised Personnel Ordinance for the regulation of employees of Buncombe County effective February 17, 2026. A copy of the revised Personnel Ordinance incorporated herein by reference dated February 17, 2026 is on file with the Buncombe County Clerk to the Board of Commissioners."

Section 2. By deleting Article I, Section 2.C of the Personnel Ordinance in its entirety and replacing it with the following:

"C. The County Manager, the County Attorney, the Internal Audit Director, and the Clerk to the Board are exempt from the provisions of this Personnel Ordinance which relate to hiring and disciplinary actions including but not limited to suspension without pay, demotion and dismissal."

Section 3. All ordinances or portions of ordinances in conflict herewith are hereby repealed.

Section 4. Should any provision of the attached personnel ordinance be declared invalid or unconstitutional by any court of any competent jurisdiction, such declaration shall not

affect the validity of the personnel ordinance as a whole or any part thereof which is not specifically declared to be invalid or unconstitutional.

Section 5. This ordinance is effective upon adoption.

ADOPTED the 17th day of February 2026.

ATTEST

_____
SARAH GROSS, CLERK

APPROVED AS TO FORM

_____
COUNTY ATTORNEY

BOARD OF COMMISSIONERS FOR THE COUNTY OF BUNCOMBE

BY: _____
AMANDA EDWARDS, CHAIR