RESOLUTION NO. _____

RESOLUTION AMENDING PERSONNEL POLICIES.

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, on December 2, 2025, the Board of Commissioners voted to end longevity pay payments to new and rehired employees on or after January 1, 2026; and

WHEREAS, this Ordinance change affects several County Personnel Policies which require minor amendments to effectuate the Ordinance change regarding longevity pay.

NOW, THEREFORE, BE IT RESOLVED by the Board of Commissioners for the County of Buncombe as follows:

1. Delete Section 3.3.6.5.1 of the Separation Policy in its entirety and replace it with the following:

"3.3.6.5.1 Who have not achieved covered status, will receive severance pay equivalent to two weeks of the employee's Annual Salary."

2. Delete Section 3.3.6.5.2 of the Separation Policy in its entirety and replace it with the following:

"3.3.6.5.2 Who have achieved covered status, will receive severance pay equivalent to four weeks of the employee's Annual Salary."

3. Add Section 6.5 to the Separation Policy as follows:

"6.5 Annual Salary. For the purposes of severance pay, the term "annual salary" means base annual pay only as set forth and established through each employee's current position classification and does not include annual leave sales, benefits, incentives, bonuses and other forms of deferred compensation. For EMS positions with 60 scheduled weekly hours is based on a prorated salary – straight hourly at 112 hours biweekly without including the overtime pay."

4. Delete Section 3.7.3 of the Alternate Workforce Policy in its entirety and replace it with the following:

"Long-term temporary workers may be eligible for cost-of-living adjustments, longevity payments (if hired before January 1, 2026), and any other annual salary increases."

5. Delete the third paragraph in Section 3.4 of the Leave Policy in its entirety and replace it with the following:

"Aggregate Service for determining the rates at which longevity (if hired before January 1, 2026) and annual leave are earned by an employee is determined from is based on the total years of service with Buncombe County only."

6. Delete the second sentence in the fifth paragraph in Section 3.4 of the Leave Policy in its entirety and replace it with the following

"In addition, rehired employees hired before January 1, 2026, will be eligible for a longevity rate with said accrual calculated based on the date of rehire (previous years of service will not be counted)."

7. That this resolution is effective January 1, 2026.

ADOPTED this the 2nd day of December 2025.

ATTEST

_____
SARAH GROSS, CLERK

BOARD OF COMMISSIONERS FOR THE COUNTY OF BUNCOMBE

BY: _____
AMANDA EDWARDS, CHAIR

APPROVED AS TO FORM

_____
COUNTY ATTORNEY