



**COUNTY COMMISSIONERS**

Jim Crawford, Chair  
Diana Hales, Vice Chair  
Mike Cross  
Karen Howard  
Walter Petty

**COUNTY MANAGER:** Renee F. Paschal

**Resolution Amending the Chatham County Personnel Policy  
September 2016**

**WHEREAS**, the Chatham County Personnel Policy, adopted March 11, 1996, establishes the general guidelines for employees conduct; and

**WHEREAS**, from time to time it is necessary to amend the Personnel Policy for clarification or to better meet the needs of the employees and the County; and

**WHEREAS**, internal and external review of the policy identified needed modifications to the policy, and

**NOW, THEREFORE BE IT RESOLVED**, by the Board of Commissioners of Chatham County, that Personnel Policy be amended as follows:

**Amend Article III, Section 13: Overtime to add the following:**

- G. If the employee separates from service, the payment for accumulated compensatory time shall not exceed thirty (30) days or 240 hours.
- H. The estate of an employee who dies while employed by the county shall be entitled to a payment for all of the accumulated compensatory time credited to the employee's account. This payment may not exceed thirty (30) days or 240 hours.

**Amend Article VII, Section 7(B)(3): Law Enforcement Separation Allowance to read as follows:**

- 3. The first day of reemployment by a local government employer in any capacity

**Amend Article IV, Section 1 to as read as follows:**

***Statement of Anti-Discrimination and Equal Employment Opportunity***

Chatham County is fully committed to equal employment opportunity (EEO) principles, and issues this anti-discrimination/EEO compliance clause to support and maintain employee's rights and responsibilities relating to equal employment. The core of equal employment opportunity is the right to work and advance on the basis of merit, ability, and potential, free from prejudice or discrimination. In accordance with the applicable anti-discrimination statutes, executive orders, and other authorities, Chatham County protects employees against discrimination, to the fullest extent of law, on the basis of race, color, religion, sex (including pregnancy), national origin, age, disability, genetic information, marital status, political affiliation, whistleblower activity, parental status, and military service (past, present, or future), and against retaliation for participation in EEO activity or opposition to discrimination.

Adopted this, the 19<sup>th</sup> day of September, 2016.

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James Crawford, Chairman

**ATTEST:**

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Lindsay K. Ray, Clerk to the Board  
Chatham County Board of Commissioners