



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

**COUNTY MANAGER:** Charlie Horne

## **Resolution Amending the Chatham County Personnel Policy May 2015**

**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:

### **Article V, Section 6:**

By adding Section 6 and renumbering subsequent sections:

#### ***Whistleblower Policy***

In compliance with 5 U.S.C. § 2302, this policy outlines a procedure for employees to report actions that an employee reasonably believes violates a law, or regulation or that constitutes fraudulent accounting or other practices. This policy applies to any matter which is related to the County's business and does not relate to private acts of an individual not connected to the business of the County.

If an employee has a reasonable belief that an employee or the County has engaged in any action that violates any applicable law or regulation or constitutes a fraudulent practice, the employee is expected to immediately report such information to the Human Resources and Risk Management Director. If the employee does not feel comfortable reporting the information to the Human Resources and Risk Management Director, he or she is expected to report the information to the County Manager. All reports will be followed up promptly and an investigation conducted. The County will strive to keep the identity of the complaining individual as confidential as possible.

Chatham County will not retaliate against an employee in the terms and conditions of employment because that employee: (a) reports what the employee believes in good faith to be a violation of the law; or (b) participates in good faith in any resulting investigation or proceeding, or (c) exercises his or her rights under any state or federal law(s) or regulation(s) to take legal action to protect the employee's rights. Such violations may include but are not limited to:



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- A gross mismanagement of a federal contract or grant;
- A gross waste of federal funds;
- An abuse of authority relating to a federal contract or grant;
- A substantial and specific danger to public health or safety; or
- A violation of law, rule or regulation related to a federal contract or grant.

Chatham County may take disciplinary action in accordance with departmental, organizational, and statutory guidelines, up to and including termination, against an employee who in management's assessment has engaged in retaliatory conduct in violation of this policy in accordance with departmental, county, and statutory provisions.

Adopted this, the 18<sup>th</sup> day of May, 2015.

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James Crawford, Chairman

**ATTEST:**

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