



REQUEST FOR BOARD ACTION

ITEM NO. 140

DATE OF MEETING: November 21, 2011

REQUESTED BY: Commissioner Jimmy Tate

SHORT TITLE: Resolution and Discussion of Amending the Pender County Residency Policy for County Employees

BACKGROUND: The Board has recently discussed issues related to the County's residency policy adopted in October, 2008. The policy requires County management staff (defined in the attached policy) to establish residency in Pender County within 12 months of initial employment into a management position.

SPECIFIC ACTION REQUESTED: To discuss the policy issues and to consider a resolution amending the residency policy as determined by the Board after discussion.

COUNTY MANAGER'S RECOMMENDATION

The Manager can respond to specific issues and questions that may be generated in Board discussion of this issue.



Initial

RESOLUTION

NOW, THEREFORE BE IT RESOLVED by the Pender County Board of Commissioners that:

the Board hereby amends the Pender County Residency Policy as follows:

The Chairman/County Manager is authorized to execute any/all documents necessary to implement this resolution.

AMENDMENTS:

MOVED _____ SECONDED _____

APPROVED _____ DENIED _____ UNANIMOUS

YEA VOTES: Brown ___ Tate ___ Rivenbark ___ Ward ___ Williams ___

George R. Brown, Chairman _____
Date

ATTEST _____
Date

PENDER COUNTY

Policy Regarding Residency of County Employees

Purpose: To establish a policy governing residency for Department Head and Management employees of Pender County Government

Scope: This policy applies to the County Manager, Assistant County Manager, and all Department Head positions. For the purposes of this policy, Department Head positions shall include the following county departments: Elections, Emergency Management, Finance, Health, Housing, Human Resources, IT, Library, Parks & Recreation, Planning, Public Buildings, Public Works & Utilities, Register of Deeds, Sheriff, Social Services, Tax Assessor, Tax Collector, Tourism, Veterans.

Policy: All new employees who fall within the scope of this policy who accept employment with Pender County shall establish permanent legal residency within the County within twelve (12) months from the date of initial employment. Every employee who falls within the scope of this policy shall provide proof of residency (i.e. voter registration, driver's license, etc.) to the satisfaction of the County. This requirement is in addition to and not in substitution of any other condition of employment.

Employees who fall within the scope of this policy, but who are not a resident of Pender County as of its effective adoption date, shall be exempt from this residency requirement, except at such time as they may transfer to an equivalent or higher level management position. In such cases, the employee shall establish residency within Pender County within twelve (12) months of the date of such transfer.

Effective Date: This policy shall supersede all previous County policies which relate to residency of county employees.

Adopted this the 10th day of October, 2008.