



REQUEST FOR BOARD ACTION

ITEM NO. 8.

DATE OF MEETING: October 1, 2012

REQUESTED BY: Amber M. Parker, Human Resources Director

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

BACKGROUND: In October 2008, the Board adopted the County's residency policy which required all newly hired Management employees and Department Heads to establish permanent legal residency in Pender County within 12 months of initial employment. On November 21, 2011, the Board amended the County's residency policy to require all newly hired and all current Management employees and Department Heads to establish permanent legal residency in Pender County within 12 months of that date.

The amended policy may lead to Department Head retention problems for those who accepted employment prior to October 2008 without a residency requirement and it is requested to revert back to the original residency policy which requires all Management employees and Department Heads newly hired after October 10, 2008 to establish permanent legal residency within 12 months of their hire date.

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

Respectfully recommend approval.



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.

~~Current 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 establish residency within Pender County within twelve (12) months of this date.~~

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

-Originally adopted and made effective the 10th day of October, 2008.

-Amended the 21st day of November, 2011 to require all current employees to establish residency within 12 months of this date.

-Amended the 1st day of October, 2012 to remove the residency policy change adopted on the 21st day of November, 2011.

George Brown, Chairman

Pender County Board of Commissioners

ATTEST:

Mickey Duvall, County Manager Mickey Duvall, County Manager

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George Brown, Chairman
Pender County Board of Commissioners

ATTEST:

Mickey Duvall, County Manager