



REQUEST FOR BOARD ACTION

ITEM NO. 11.

DATE OF MEETING: September 2, 2014

REQUESTED BY: Denise Mulhollen, Human Resources Director

SHORT TITLE: Resolution Rescinding Policy Requiring County Residency of Department Heads Hired after October, 2008.

BACKGROUND: The Board of Commissioners amended the County Employee Residency requirement in October, 2012 to require that all Department Heads hired after October, 2008 reside in the County within twelve months of their hire date. This residency policy prevents the County from drawing on the large available pool of professional talent residing in counties immediately adjacent to Pender county and for whom moving would be a hardship. The policy significantly reduces the number of qualified applicants we receive for advertised department head positions.

SPECIFIC ACTION REQUESTED: To Consider a Resolution rescinding the requirement that Department Heads (exclusive of the County Manager) reside in Pender County within twelve months of their hire date.

COUNTY MANAGER'S RECOMMENDATION

Respectfully recommend approval.

DM
Initial

RESOLUTION

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

the Board hereby amends the Pender County Residency Policy to rescind the requirement that Department Heads (exclusive of the County Manager) reside in Pender County within twelve months of their hire date. The Chairman/County Manager is authorized to execute any/all documents necessary to implement this resolution.

AMENDMENTS:

MOVED _____ SECONDED _____

APPROVED _____ DENIED _____ UNANIMOUS

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

J. David Williams, Chairman 09/02/2014
Date

ATTEST 09/02/2014
Date

PENDER COUNTY

Policy Regarding Residency of County Employees

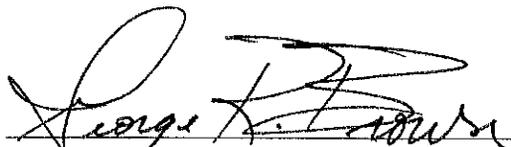
- Purpose:** To establish a policy governing residency for Department Head and Management employees of Pender County Government
- Scope:** This policy applies to the County Manager, Assistant County Manager, and all Department Head positions. For the purposes of this policy, Department Head positions 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.

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