



**RESOLUTION TITLE: TO APPROVE REVISIONS TO THE GASTON COUNTY PERSONNEL POLICY MANUAL RELATED TO HOLIDAY PAY, JOB POSTINGS, NEPOTISM, WORK CLASSIFICATIONS, PROBATION, DISCIPLINE, UNPAID STATUS, DONATION OF LEAVE, AND DRUG TESTS, TO APPROVE A NEW TOBACCO POLICY TO COMPLY WITH THE BOC'S TOBACCO RULE, AND TO APPROVE CHANGES TO THE COUNTY'S PAY PLAN CONSISTENT WITH POLICY CHANGES**

WHEREAS, Gaston County believes it is important to have a Personnel Policy Manual for employees and supervisors to follow; and,

WHEREAS, it is prudent to review and revise the policy manual periodically to make sure it is understandable, consistent, and up to date with current law, regulations and philosophy; and,

WHEREAS, the current personnel policy manual was approved effective July 1, 2010; and,

WHEREAS, a new Tobacco Policy in order to comply with the Board of Commissioner's Tobacco Rule that is effective July 1, 2020 has been written; and,

WHEREAS, the Gaston County Board of Commissioners must adopt all changes to the Gaston County Personnel Policy Manual and Pay Plan.

NOW, THEREFORE, BE IT RESOLVED that the Gaston County Board of Commissioners adopts revisions to the Gaston County Personnel Policy and Pay Plan to be effective July 1, 2020.

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**DO NOT TYPE BELOW THIS LINE**

I, Donna S. Buff, Clerk to the County Commission, do hereby certify that the above is a true and correct copy of action taken by the Board of Commissioners as follows: